UNITED
NATIONS

CEDAW

# Convention on the Elimination of all Forms of Discrimination Against Women

Distr.
GENERAL

CEDAW/C/5/Add.20
24 November 1986

ORIGINAL: ENGLISH

Committee on the Elimination of Discrimination against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States parties

GREECE

V.86-62456

# FOREWORD

This report is the first to be submitted to the Secretary General of the United Nations for examination by the Committee since the signing and ratification by Hellas of the Convention for the elimination of all forms of discrimination against women.

This section of the report provides some information about Hellas, the country submitting the report, about the position of women in Hellas and, in general, about the manner in which they are treated by the State.

The purpose of this outline is to show the development of the question of the equality of the sexes within a specific spatial and chronological framework and in specific social conditions.

The sections to follow will take up the individual questions dealt with by each provision of the Convention. This analysis will make reference to:

a. pertinent legislation
b. the special measures taken to improve the position of women in all areas of society
c. the problems and difficulties which have arisen in the course of implementing the various measures.

Efforts have been made to provide statistical data on all the issues referred to in the Convention.

It might perhaps be useful at this point to note that it is difficult, and sometimes impossible, to collect the statistical data required by specific issues.

The reasons for this will become apparent in the more particular sections of the text.

# INTRODUCTION

A. Data about Hellas

Hellas is a European country, lying at the south eastern extremity of the continent, where it forms the most southerly branch of the Balkan Peninsula.

The country's capital is Athens, and the population is approximately 9,740,000.

Until 1967 the country was a constitutional monarchy; from then until 1974 Hellas underwent the ordeal of government by a retrograde military junta, but in 1974 political conditions changed and democracy was restored. Under the Constitution passed by Parliament in 1975, Hellas became a presidential republic. This continues to be the position today.

The first elections held after seven years of dictatorship, in 1974, produced a government of the conservative 'New Democracy' party. In the 1977 Parliamentary elections the same party was re-elected.

The Panhellenic Socialist Movement (PASOK) was brought to power by the 1981 elections and retained it in the 1985 eletions.

The majority of the population is of the Greek Orthodox faith, although religious toleration is safeguarded by the Constitution.

Hellas participates in international affairs through the international organisations of which it is a member, such as the UN (since 1945), the Economic and Social Council of the UN Security Council, UNESCO, UNICEF, the Council of Europe, the International Labour Organisation, the OECD, NATO, the WHO etc. Hellas joined the EEC in 1980, as its tenth member.

Table 1

The population of Hellas by sex in the 1971 and 1981 censuses

| Census year | Total population | Males | Females | % Male | % Female |
|---|---|---|---|---|---|
| 1971 | 8,768,372 | 4,481,624 | 4,286,748 | 51 | 49 |
| 1981 | 9,739,589 | 4,960,018 | 4,779,571 | 51 | 49 |

Source: National Statistic Service, *Hellas in Figures*, 1984

Table 2

Population by region in the 1971 and 1981 censuses

| Census year | Population | | | | Percentage distribution | | | |
|---|---|---|---|---|---|---|---|---|
| | Total | Urban | Semi-urban | Rural | Urban | Semi-urban | Rural | Total |
| 1971 | 8,768,641 | 4,667,489 | 1,019,421 | 3,081,731 | 53,2 | 11,6 | 35,2 | 100,0 |
| 1981 | 9,740,417 | 5,659,528 | 1,125,547 | 2,955,342 | 58,1 | 11,6 | 30,3 | 100,0 |

Table 3

Population by sex, age-group and percentage distribution by age-group in the 1981 census

| Age-group | Total | % | Female | % | Male | % |
|---|---|---|---|---|---|---|
| Total | 9,739,589 | 100,0 | 4,960,018 | 100,0 | 4,779,571 | 100,0 |
| 0-4 years | 778,182 | 8,0 | 377,507 | 7,6 | 400,675 | 8,4 |
| 5-9 " | 746,366 | 7,7 | 363,075 | 7,3 | 383,291 | 8,0 |
| 10-14 " | 782,749 | 8,0 | 380,809 | 7,7 | 401,940 | 8,4 |
| 15-19 " | 720,325 | 7,4 | 352,418 | 7,1 | 367,907 | 7,7 |
| 20-24 " | 709,958 | 7,3 | 355,622 | 7,2 | 354,336 | 7,4 |
| 25-29 " | 662,874 | 6,8 | 332,258 | 6,7 | 330,616 | 6,9 |
| 30-34 " | 653,224 | 6,7 | 331,054 | 6,7 | 322,170 | 6,7 |
| 35-39 " | 554,560 | 5,7 | 282,250 | 5,7 | 272,310 | 5,7 |
| 40-44 " | 659,331 | 6,8 | 343,611 | 6,9 | 315,720 | 6,6 |
| 45-49 " | 664,092 | 6,8 | 333,544 | 6,7 | 330,548 | 6,9 |
| 50-54 " | 669,546 | 6,9 | 343,330 | 6,9 | 326,126 | 6,8 |
| 55-59 " | 489,017 | 5,0 | 253,986 | 5,1 | 235,031 | 4,9 |
| 60-64 " | 409,914 | 4,2 | 220,997 | 4,5 | 188,917 | 4,0 |
| 65-69 " | 428,606 | 4,4 | 229,606 | 4,6 | 190,000 | 4,0 |
| 70-74 " | 356,662 | 3,7 | 195,723 | 3,9 | 160,939 | 3,4 |
| over 75 years | 452,820 | 4,6 | 263,528 | 5,3 | 189,292 | 4,0 |
| No answer | 1,453 | 0,0 | 700 | 0,0 | 753 | 0,0 |

Source: National Statistical Service, *Hellas in Figures*, 1984

B. The women's movement in Hellas

For many centuries, women in this country were the passive recipients of discrimination against them and of the role given them through the patriarchal society; they lived under the authority of the father, the husband or the brother, isolated from public life and economic and social activity, illiterate and uninformed despite their dynamic presence in the country's struggle for national liberation and their productive contribution to progress.

From Roman and Byzantine times until the present women in Hellas lived with the oppression of the patriarchal and capitalist economic and family system, with laws which defined their inferior position in society and deprived them of their human rights.

Towards the end of the last century and about the start of the present one, a number of enlightened and educated women began the struggle for women's education. At that time, parents regarded it as a sign of great progressiveness to allow their daughters to learn to read and write. Publications (newspapers and magazines) began to appear and the first Women's Unions were formed.

On general lines, of course, those first Associations and periodicals were aimed chiefly at the cultural aspect of life, at the conservation of the national heritage and arts and at works of philanthropy and charity. Nevertheless the women who became active in such organisations also came to be aware of the capabilities of the female sex. Elsewhere in Europe, in the meantime, the industrial revolution had opened the eyes of women working in factories for little more than half the wages of their male colleagues to the exploitation of their sex. The injustice from which they suffered at work made them conscious of the more general social injustice to which women were subject. Feminism was born and, of course, had an impact on Hellas.

Activities in this sphere were, however, interrupted by the wars and political upheavals which took place in Europe

and more particularly in Hellas (World Wars, military regimes, etc.).

In 1964, the Panhellenic Women's Union (PWU) was formed and began to publish the magazine *Deltio*. The main goals of the organisation were: equal pay for equal work, protection for mothers and children and other aims some of which continue today to be among the targets of the women's organisations. The most recent military dictatorship, however, that of 1967, put a temporary stop once more to the activities of the women's organisations.

Since 1974 the women's movement has entered on a new phase, with mass action which has tended to spread over the whole country. Numerous women's associations have been formed to claim real equality for women and to attempt to raise the consciousness of the broad masses of the people.

The women's movement in Hellas today is part of the people's movement. By far the greater part of it is political in nature and acts in conjunction with the more general political and economic demands of the people. There are at least 30 women's organisations in Hellas today, of which three stand out on account of their size and their activity in the progressive struggle of women. From the organisational point of view they are independent of the major political parties and although each is linked to a party from the point of view of political ideology, there are frequent clashes on purely feminist matters. The autonomist women's movement constitutes only a small part of the movement as a whole.

This brief outline of the historical background shows plainly that peace and democracy are the fundamental conditions for the improvement of the position of women in all the sectors in which human activity expresses itself and for the achievement of the equality of the sexes.

The experience of women in Hellas is today their motive for supporting mass participation in the world peace movement.

The women's movement today is actively continuing to pursue its struggles, with the support of the State and particularly of the General Secretariat for Equality, with full membership for women of all the sectors of the country's social and economic life, and equal rights and obligations, as its goal.

C. A brief description of the position of women in Hellas

Like most women throughout the world, women in Hellas, while equally subject to the social contraditions pervasive at all levels of society, have to face the additional burden of oppression on account of discrimination between the sexes. The main problems of direct or indirect discrimination faced by women in Hellas find their roots in:

a) a **statutory framework** which contains frequent instances of blatant discrimination against women, despite the fact that the 1975 Constitution established the principle of equality of the sexes as an individual and social right;

b) the sector of **social services**, and in general the lack of facilities necessary for working women, which means that a large part of the female workforce of the country is kept in the background;

c) the **social prejudices** which burden the working woman with a double working day and maintain that women are primarily destined for the roles of wife and mother. These deep-rooted prejudices have affected the status of women in Hellas in all walks of life and particularly in work and education.

The present Socialist Government is the first in the political history of the country to have included women's issues in its overall programme, and it has announced a series of specific measures aimed at changing the status of women in Hellas. It is the firm belief of the present Government that in the course of building a socialist society "true equality of the sexes is essential not only as

an element in social justice but also as a factor in the full utilisation of the country's workforce, irrespective of sex, to achieve the economic and social development of the country".

Women in Hellas today, because they are women, face tremendous difficulties in all sectors, emanating from existing legislation and social prejudices. These problems, under the socialist philosophy, are not just women's problems: they concern society as a whole.

D. The background to the signing of the Convention

The Convention on the elimination of all forms of discrimination against women was signed by Hellas at the United Nations on March 2 1982.

Legislative ratification by the Hellenic Parliament took place on March 30 1983 and the Convention was published in the Government Gazette, Vol. A, on April 1 1983. It entered force as a law on April 30 1983. Accession to the Convention and its ratification occurred without the lodging by Hellas of any reservations whatever.

The signing by Hellas of the Convention within such a short space of time since its adoption by the General Assembly of the United Nations (December 18 1979), in conjunction with the change of Government after the elections of October 1981, is proof positive of the political will of the present Government to promote the matter of the equality of the two sexes.

It is significant that at about the same time as Parliament ratified the Convention it also passed amendments to fundamental laws such as Family Law, the Code of Commerce, etc.

In accordance with Article 28, para. 1 of the 1975 Constitution, *"International conventions, after their ratification by law and their entry into force in accordance with the terms of each ratification, and generally accepted rules of international law constitute an inseparable part of*

*domestic Hellenic law and shall have force over any conflicting provision of law. The implementation of the rules of international law and of international agreements towards foreign nationals shall in all cases be conditional upon reciprocity*".

It follows that the participation of Hellas in the United Nations as a member-state does not, by itself, imply that Hellas accepts UN conventions. . If an international Convention is to have force in Hellas, it is essential that it be signed by Hellas and then ratified by Parliament as a law.

In this manner the international convention acquires force in Hellas and its provisions are more powerful than any conflicting provision of law.

As a member-state of international organisations, Hellas has accepted and ratified not only the declarations on human rights but also various international conventions whose purpose was to improve the position of women in all areas of society and, principally, on the level of the economic, political, social and cultural participation of women.

Ratification of international conventions of this kind took place either before the ratification of the Convention to eliminate all forms of discrimination against women or at later dates, with the aim of promoting individual problems facing women as these are dealt with in the specific conventions and also of reinforcing the position of the fundamental Convention.

PART I

Article 1

*For the purpose of the present Convention, the term "discrimination against women" shall mean any discrimination, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.*

This provision defines the term "discrimination against women" in such a way as to make clear its meaning for the implementation of the remaining provisions of the Convention.

After ratification by the Hellenic Parliament of the Convention, all its provisions, in accordance with the Constitution, are inseparable parts of domestic Hellenic law.

In the national legislation of Hellas the phrase "without discrimination by sex" is used in law (Laws 1329/83, 1414/84) yet there is no definition of the term "discrimination". This provision of the Convention for the elimination of all forms of discrimination against women thus supplements national legislation by providing an analysis of the term "discrimination against women" and fixing its scope.

Article 2

*States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and to this end undertake:*

*a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, though law and other appropriate means, the practical realization of this principle;*

*b) To adopt appropriate legislative and other measures, including sanctions, where appropriate, abolishing all discrimination against women;*

*c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;*

*d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;*

*e) To take all appropriate measures to eliminate discrimination against women by any person, organisation or enterprise;*

*f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;*

*g) To repeal all national penal provisions which constitute discrimination against women.*

The provisions of this Article contain the following concepts:

a) legislative discrimination

b) real discrimination as it takes place in daily life with acts or omissions

c) the obligations upon the States Parties to take all

the measures appropriate to eliminate such discrimination.

Even before the ratification by Hellas of the Convention for the elimination of all forms of discrimination against women, the present Socialist Government had begun to promote a specific programme focusing on the following general principles:

1. Statutory changes all of which promote the equality of the sexes;

2. Provision of social services and facilities to liberate women socially and benefit the family as a whole;

3. Promotion of equality in both the public and private sectors with the aim of increasing the participation of working women on all hierarchical and organisational levels of production and services;

4. Establishment of the appropriate mechanisms to promote and achieve equality in combination with special programmes to overcome prejudice. The structural changes desired will be achieved through reformulation of the content of education and training, and a nation-wide information network will promote public awareness on all aspects of the equality issue.

The Government of Hellas has always attached great importance to the equality of men and women in all spheres of life, and the 1975 Constitution contains explicit provisions to this effect. Article 4(2) of the Constitution sums up the principle of equality when it provides that *"Men and women in Hellas have equal rights and obligations"*.

This principle constitutes a specific recognition of the broader and fundamental principle that all citizens are considered equal. This notion that *"all citizens are equal before the law"* (Article 4, para. 1 of the Constitution) also formed part of all previous Constitutions for Hellas, and thus paragraphs 1 and 2 of Article 4 of the 1975

Constitution govern and condition the equality of the sexes before the law.

One would have expected that these provisions would be adequate to guarantee that all civil and social rights granted by the Constitution would belong to all men and women, without discrimination as to sex. Yet this notion is indirectly frustrated by the explicit reservation of Article 116 (2) of the Constitution, which, by the generality of its application, allow the "grave reasons" specified in law to legitimise discrimination.

It will, however, be appreciated that it will be difficult for the equality of the sexes to be confirmed by legislation when long-standing social and political practice has provided consensus in ambivalent cases.

In addition, the transitional period provided for by the 1975 Constitution for the bringing into line of legislation with the equality principle is indicative of the social reasons which impede the full realisation of the principle.

The period of legislation since 1982 has been notable for increasing relaxation of the "grave reasons" stipulation in legislation touching on the equality of the sexes, which is a result of the political will of the present Government of Hellas.

In general, the force of Article 4 (2) began on 11.6.1975, the date on which the new Constitution became applicable. Consequently all statutory provisions enacted after that date must comply with Article 4 (2) and Article 4 (1) in order to be constitutionally valid.

Failure to comply with these two paragraphs will automatically deprive provisions of law of force and make them inapplicable. This means that when an act of legislation enacted subsequently to the 1975 Constitution confers certain rights (e.g. access to a profession, acquisition of professional training rights) these rights must ipso jure belong to both men and women. Since it is a constitutional presumption that a legislative act may not

discriminate on the basis of sex, that is, provide for persons of one sex only or require different conditions for men and women, an individual discriminated against by virtue of such an act may claim his/her rights on the basis of Articles 4 (1) and 4 (2) of the 1975 Constitution.

The Constitution of Hellas also embodies principles of equality contained in international law. According to Article 28 of the Constitution, *"International conventions, after their ratification by law and their entry into force in accordance with the terms of each ratification, and generally accepted rules of international law constitute an inseparable part of domestic Hellenic law and shall have force over any conflicting provision of law"*.

Over and above these general provisions of the Constitution, however, there are also others which deal with specific sectors. Under these special provisions more recent legislation is to be brought into line and previously existing discrimination is to be eliminated.

Much legislative work has been done in this direction in recent years, despite all the economic and technical impediments which have presented themselves.

Since 1981, an active programme to promote the legal and effective equality of the sexes has been promoted. Apart from legislative modifications, amendments and reforms, this programme has also included the setting up of specialised central and regional authorities to promote the principle of equality and monitor its implementation on a nation-wide basis.

The programme also provides for positive action plans and specific projects to promote equality in all sectors of the economy, society and the family and particularly in work, education, the family, health and welfare.

This programme for the promotion of the equality of the sexes was the first such measure to become the law of the land with its inclusion in the Five-Year Economic and Social Development Plan for Hellas (1983-87) passed by Parliament.

The legislation of Hellas, which is in the course of being brought into line with the principle of the equality of the sexes, contains provisions which impose sanctions - mostly administrative in nature - upon those who infringe the law. (See Laws 1414/84 and 1483/84, which concern labour legislation).

Women are, of course, entitled to the protection of the courts on the same conditions as apply to men, in accordance with Article 20 of the Constitution, which determines that: *"All citizens are entitled to the provision of lawful protection by the courts, and may explain to the courts their views on their rights and interests as the law appoints"*.

This provision also applies to all administrative acts and measures taken at the expense of the rights or interests of the individual concerned.

Specialised legislation in this area (the Code of Civil Procedures, the Code of Criminal Procedure, the Code of Administrative Procedure) contains no discrimination and treats men and women litigents on exactly the same terms.

As stated above, the political will in Hellas in recent years has been formulated in such a way as to attempt with specific programmes to eliminate discrimination in all forms against women in all the sectors of public, social and economic life and in the private sector.

In the public sector, the Civil Servants' Code does not, along general lines and with the exception of those cases dealt with under Article 11, establish discrimination on the basis of sex. It is nevertheless being reformed and adjusted to be clearly in line with the principle of equality.

Civil servants who consider that they have been victims of discrimination have the right to appeal to the courts and claim their reinstitution.

In parallel with this, a Bill is being promoted to provide for an appeal in such disputes to special fair

treatment committees within the various departments of the civil service.

This solution is being promoted in implementation of the conclusions of the Conference on "Women in Public Administration" organised by the General Secretariat for Equality in Athens in 1984, with the participation of delegates representing the administrative system, the union movement, etc.

In the private sector, there is legislation laying down the ways in which employers are forbidden to practise discrimination against women; offenders are liable to administrative sanctions.

Here there are regional authorities to monitor implementation of the law. These are the Equality Bureaus which operate within each decentralised office of the Ministry of Labour.

Under Article 116, para. 1 of the Constitution, all existing provisions in conflict with Article 4, para. 2 will stay in force until its abolition by law and by December 31 1982 at the latest. Thus after the expiry of the above time limit provisions which have not been amended are deemed anticonstitutional and have no force.

Since 1981, as mentioned above, much legislative work has been done - and rapidly - to bring legislation into line with this demand of the Constitution. Work continues with the submission of constant proposals by the General Secretariat for Equality and interventions with the ministries responsible.

The Criminal Code contains provisions which protect women against various offences such as abandonment during the course of pregnancy, rape and so on. There is, however, no provision protecting them against rape on the part of the husband. If it is the woman who commits the offence, the law provides for no difference from the penalties imposed upon men.

More specifically, the Criminal Code as modified and amended by Law 1419/14.3.1984 provides legal guarantees which are a first step on the way towards protection of the rights and interests of women. Article 336, as revised, stipulates as regards rape that *"Any person who by violence or threat of immediate or serious risk compels another to commit extra-marital intercourse or to indulge in indecency shall be punished by penal servitude. If the act is committed by two or more persons acting in consort it shall be punished by a minimum of ten years' imprisonment"*.

Article 337 of the Criminal Code concerns "Insults to Sexual Dignity" and reads as follows: *"Any person who by indecent gesture or proposition concerning indecent acts insults the dignity of another person insofar as the area of sexual life is concerned shall be punished with imprisonment for up to one year or a fine"*.

Under Article 336 of the Code, rapists can now be prosecuted automatically by the court authorities without the need for the victim to appear in person and lay charges. Formerly rape and bodily harm were not considered offences subject to automatic state prosecution, and in this way the revisions of the Criminal Code have meant a large step in the right direction.

All the above have been enacted in implementation of the spirit of Article 4 (1) and 4 (2) and thanks to the acknowledgment by the Government that positive action must be taken if women are to become legally as well as socially equal citizens.

## Article 3

*States parties shall take in all fields and in particular in the political, social, economic and cultural fields all appropriate measures including legislation to ensure the full development and advancement of women for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.*

In order to ensure the "full development and advancement of women" it is essential that there should be a mechanism to investigate, initially, the position of women in all fields and to check that the rights and freedoms granted to women under the Constitution are in fact exercised and enjoyed on a basis of equality with men. There was no such mechanism in Hellas prior to 1981.

After the 1981 elections the following mechanisms were set up:

a) In November 1981 the position of Special Adviser to the Prime Minister on Women's Affairs was created for the first time;

b) Directly afterwards Law 1288/82 founded the Council for the Equality of the Sexes. The Council acted as a consultative agency to the Prime Minister and had nine members; it was staffed by a Secretariat and Special Associates and operated as an independent Department under the Ministry to the Prime Minister.

c) Today the General Secretariat for the Equality of the Sexes of the Ministry to the Prime Minister is the State agency with responsibility for the question of the equality of the sexes. It was set up in July 1985 by Law 1558/85.

The General Secretariat for the Equality of the Sexes

The aims of the General Secretariat for Equality are, in general, as follows:

- to promote and realise the legal and real safeguarding of the equality of the sexes in all sectors;
- to propose the measures which it is necessary for the State (the Ministries, local government, the social agencies, etc.) to take in the same direction;
- to co-operate directly with all the other Ministries in formulating the statutory framework and in incorporating in Bills the principles of equality;
- to draw up plans and make proposals for inclusion in the Government Development Programme of activities designed to increase the participation of women in the development of the country;
- to provide information with the aim of overcoming prejudices and out-dated social beliefs and to ensure that the broad masses of the people are aware of issues bearing upon equality;
- to draw up, execute and implement training programmes and seminars (subsidised or otherwise) to fulfil its purposes;
- to provide grants and support of all kinds to encourage women's initiatives in all the fields of expression of human activities, and to participate in the country's co-operative movement with the setting up of co-operatives and other joint ventures and the organisation of methods to utilise the occupational resources of women; to set up, support and subsidise public or private law legal entities whose aim is the realisation of the goals of the General Secretariat for Equality;
- to support and award artistic and intellectual enterprise and to promote the women's movement in Hellas

insofar as it touches upon the equality of the sexes (organisation of competitions, etc.);
- to conduct studies and submit proposals on these issues to all the competent Ministries for the necessary legislative action; in this procedure the views of the General Secretariat for Equality will be called for by the Ministries when formulating Bills which involve matters in its area of responsibility; within this framework the General Secretariat for Equality will propose measures and amendments to achieve its goals;
- to conduct studies and research projects designed to promote statutory and social measures to ensure both men and women of equal opportunities for social advancement in fields such as employment, career structure, education and training, social policy;
- to co-operate with State agencies and propose to them the setting up of special programmes to achieve the above goals.

The General Secretariat for Equality is structured as follows:

General Secretary's office
Directorate of Development and Information
Directorate of Employment, Social Protection and Insurance
Department of Publications and Socio-Cultural Events
Legal Department
Public Information Office
Secretariat

In order to identify and record legislative discrimination and propose solutions to it there is within the General Secretariat for Equality a consultative Committee consisting of representatives of women's organisations and state agencies. The purpose of this committee is to promote, through the General Secretariat for

Equality, the views of the agencies represented on it to the competent Ministries so that they may be taken into consideration in planning arrangements to eliminate discrimination.

The General Secretariat for Equality belongs administratively to the Ministry to the Prime Minister and has its own budget. Its staff, which are not seconded from other departments but are employed by the Secretariat, are governed by special regulations. The General Secretariat for Equality is headed by a political figure, the General Secretary, who is responsible for the achievement of the goals of the General Secretariat for Equality; this responsibility, together with that for administrative control, is assigned to the General Secretary by the Minister to the Prime Minister.

From the point of view of seniority, the position of General Secretary of an autonomous department such as the General Secretariat for Equality under a Ministry is as follows: Minister, Deputy Minister, General Secretary.

Decentralised equality authorities (July 1983)

Prefectural Equality Committees (PEC)

On the proposal of the Council for the Equality of the Sexes, approved by the Minister of the Interior and implemented by a circular of the General Secretary of the Ministry, Prefectural Equality Committees were set up in each Prefecture in July 1983.

Representatives of:

a. pertinent local authorities and

b. women's organisations

serve on these Committees.

The Prefectural Equality Committees have the following responsibilities:

- to promote, by all suitable means and on a prefectural level, the general aim of the advancement of equality

- to increase levels of sensitivity, awareness and information among the population of each Prefecture towards the question of equality
- to identify problems arising on a local level from discrimination on the basis of sex in the fields of labour, education and training, family relations, health care, etc. and to attempt to discover and promote solutions to these problems.

Prefectural Equality Bureaus (Autumn 1983)

The Ministry of the Interior circular setting up the Prefectural Equality Committees also instituted, in the autumn of 1983, Equality Bureaus operating within each Prefecture on a daily basis.

At these Bureaus, citizens may:

- report problems arising from direct or indirect discrimination
- receive information concerning their individual rights as these reflect on the principle of the equality of the sexes
- receive information as to the programmes and laws promoted by the State in order to improve the position of women and the quality of life of families in Hellas.

Equality Bureaus within various departments

a) Equality Bureau in the Ministry of Labour (1984)

b) Equality Bureaus in each Inspectorate of Labour throughout the country (1986)

c) Equality Bureau in the Workforce Employment Agency responsible for the implementation of special programmes in vocational guidance, vocational training and the employment of the female workforce

d) Equality Bureau in the Ministry of Transport and Communications (1986)

e) Appointment of a Special Adviser to Greek Television on the issue of the equality of the sexes.

Activities of the Prefectural Equality Committees (PEC)

The Prefectural Equality Committees collaborate directly with the General Secretariat for Equality. Regional meetings throughout Greece have been held in the context of this association.

The Prefectural Equality Committees have, with the initiatives they have already undertaken, made a decisive contribution to promoting the cause of equality within the framework of Government policy for regional development, with the firm target of setting up equality bureaus at the primary local government level (municipalities, communes).

Despite the organisational and financial difficulties they have enountered, the Prefectural Equality Committees have succeeded in making their mark in the social environment of their region by dynamic activities such as those listed below:

- action taken after reports by those concerned of discrimination between the sexes;
- intervention at a consultative level;
- information campaigns to increase awareness, in association with other competent local agencies and local government;
- visits to places of work to observe and record working conditions for women;
- monitoring and informing employers' representatives of new legislative measures involving the equal treatment of both sexes in access to employment and at work;
- organisation of various open events (speeches, lectures, conferences, etc.);
- close co-operation with other social and State agencies such as:
  1. The General Secretariat for Adult Education
  2. The General Secretariat for Youth
  3. The women's organisations

to promote the cause of the equality of the two sexes in all the fields of activity in their regions;

- positive action with experimental programmes such as that of the Messinia Prefectural Equality Committee to set up creative recreation centres for children during the hours when parents are working and schools are closed.

■ GENERAL SECRETARIAT FOR EQUALITY

● PREFECTURAL EQUALITY COMMITTEES (P.E.C. )

Article 4

*1. Adoption by any States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.*
*2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.*

The adoption of special temporary measures for the real attainment of the equality of the two sexes has been judged essential in Hellas, too.

Prior to the setting up of the special mechanisms for the promotion of the cause of equality referred to under Article 3, above, there was no special policy or positive action programme for the establishment of equality of opportunity between the sexes.

Since 1981, within the framework of the mixed economy system operating in Hellas and in a society fighting to bring about socialist reform, the co-operative idea has been encouraging with special legislation (Laws 1541/85 and 1262/82) and economic incentives.

For the first time, the co-operative has constituted the means for creating new jobs for women and developing activities hitherto unknown in Hellas.

In 1983, the first agro-tourism co-operative was set up, with the support of the Council for the Equality of the Sexes and latterly of the General Secretariat for Equality, on the island of Mytilene in the Aegean; the women farmers who initiated the scheme have operated it with great success.

This positive action in favour of women has led to the setting up of four more such co-operatives, in different parts of the country, while agro-tourism has been included, for the first time, in the Law on agricultural co-operative organisations as being among the activities which joint co-operatives (those open to both men and women) may develop.

This same Law (1541/85) fixed a five-year transition period for the independence of the women's agro-tourism co-operatives; on expiry of this period the agro-tourism organisation will become part of the joint co-operative of the area.

Other positive action measures have been taken in the following manners:

a. on the initiative of the State authority responsible for the equality of the sexes, operating today as the General Secretariat for Equality

b. on the proposal of other State agencies

c. on the initiative of those agencies themselves.

Thus the Ministry of Agriculture has conducted special non-agricultural vocational training programmes for women farmers and the Workforce Employment Agency (WEA) has set up special courses to train women in traditionally 'male' occupations.

The WEA also subsidises employers taking on new staff by approximately 10% more if the person employed is a woman.

The endeavours of the General Secretariat for Equality have revolved principally around the advancement of women in activities which are new to Hellas. This is the goal set for the programmes it carries out with the support of the European Social Funds and the Prefecture of the area in question.

All these positive action schemes are legally founded upon and justified by Article 4 of the Convention for the elimination of all forms of discrimination against women, as well as on the Five-Year Social and Economic Development Plan for Hellas.

It has indeed become clear that the adoption of such temporary measures will have to continue until the final goal of real equality of the sexes, to which social prejudices constitute the main obstacle, is achieved.

As the State authority responsible, the General Secretariat for Equality has a specific programme for positive action apart from the measures discussed above. This programme has the following targets:

a. to encourage and support local initiatives on the part of women in the capital and the regions;

b. to submit proposals and support positive action on the part of various State agencies;

c. to support the positive action undertaken by the Prefectural Equality Committees.

Measures to protect maternity will be discussed under Article 11.

## Article 5

*States Parties shall take all appropriate measures:*
*a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or superiority of either of the sexes or on sterotyped roles for men and women;*
*b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.*

Social prejudices are the major obstacle to the bringing about of real equality between the two sexes. The policy exercised in Hellas in recent years towards equality has taken the factor of prejudice into consideration.

For this reason the General Secretariat for the Equality of the Sexes, as State agency responsible, has initiated and is continuing with a specific programme to combat prejudice.

This programme's aims are to eliminate prejudice and abolish role stereotypes for the sexes in the following areas:

a) the family
b) education
c) work
d) the mass media
e) the social and political life of the country.

The General Secretariat for the Equality of the Sexes has made use of a wide range of means in this direction, including:

a) the publication of information leaflets and books
b) television advertising spots

c) the organisation of seminars, conferences and other events

d) the printing of posters

e) participation in events organised by other agencies

f) interventions and the submission of proposals to various State agencies.

The measures described below are all aimed at altering concepts characterised by prejudice.

Family Law has been modified: the new law introduces parental care as a concept and determines that each decision taken by the parents in exercising such care must have the interests of children as its aim.

Court decisions, too, taken in cases of dispute between the parents, must have the interests of the children as their main criterion.

Each seminar or vocational training programme organised or co-organised by the General Secretariat for the Equality of the Sexes contains special classes devoted to the sensitisation and information of the participants towards the changes in Family Law and the promotion of the equality of the sexes in all sectors. This approach was introduced in 1985.

One of the first measures judged essential in order to combat social prejudice in the area of education was a change in the content of school books in primary education.

Efforts in this field began on the part of the Ministry of Education in 1982, with the assistance of the Council for the Equality of the Sexes, and is still continuing in association with the General Secretariat for the Equality of the Sexes, in an attempt to ensure that school books do not reproduce social prejudices reserving different roles in society for the two sexes.

The programmes and activities of the General Secretariat for Youth and the General Secretariat for Adult Education help young people and citizens of Hellas in general acquire an awareness of the principle of equality.

Men are now permitted to stay overnight in hospitals, if they so wish, in order to care for their children or other relations (staffing problems in Greek hospitals mean that much in-patient care devolves upon the family of the patient).

School vocational guidance programmes now take the principle of equality into consideration.

Among the seminars and conferences organised have been the following:

1. "Women in Public Administration" (Athens, December 1984), organised by the Council for the Equality of the Sexes under the supervision of the Ministry to the Prime Minister.
2. "Equality in Education" (Thessaloniki, May 1985), a conference for teachers organised by the Ministry of Education in association with the Council for the Equality of the Sexes.
3. Seminar on the inclusion of the principle of the equality of the sexes in school education (Athens, August 1985) organised by the Ministry of Education for school counsellors.
4. "Women and the Mass Media" (Athens, November 1985), organised by the General Secretariat for the Equality of the Sexes in association with the General Secretariat of Press and Information with the participation of representatives of the Press and the other mass media.
5. "New Roles for Men and Women" (Athens, December 1985), an international meeting of experts organisesd by the General Secretariat for the Equality of the Sexes and UNESCO.
6. "Women Farmers and Development" (Athens, June 1986), a national meeting of women farmers organised by the General Secretariat for the Equality of the Sexes in association with the General Secretariat of Youth, the Agricultural Bank, the Panhellenic Confederation of

Unions of Agricultural Co-operatives and the local Prefectural Equality Committees.

7. "Women in Local and Regional Life" (Athens, September 1986), a conference organised for delegates from the member-states of the Council of Europe by the Council of Europe in association with the General Secretariat for the Equality of the Sexes.

Printed matter

The General Secretariat for the Equality of the Sexes has arranged for the publication of books and leaflets aimed at providing information and raising the awareness of the population regarding promotion of the cause of the equality of the sexes. This printed matter is distributed throughout the country and by agencies other than the offices of the General Secretariat for the Equality of the Sexes, the PECs and the Equality Bureaus of the Prefectures (women's organisations, associations, unions, etc.).

These publications are as follows:

1. **"Family Law"**

   This is an edition in popular form (in Greek and English versions) of family law. It was first published by the Council for the Equality of the Sexes and the General Secretariat for the Equality of the Sexes continues its circulation today. The booklet contains all the new legislative arrangements bearing on the family.

2. **"Conception and Contraception"**

   This was first published by the Council for the Equality of the Sexes and the General Secretariat for the Equality of the Sexes continues to circulate it. Apart from the provision of information, the publication aims to improve relations between the sexes.

3. **"Equality and Sex"**

   This is a periodical published every two months providing information about the activities of the General Secretariat for the Equality of the Sexes and,

more generally, the Government's work in the direction of the equality of the sexes; it also covers the work of the PECs, women's organisations and so on and refers to international developments.

4. **"Equality Today and Tomorrow"**
   This is an information leaflet on the work of the General Secretariat for the Equality of the Sexes and the Government more generally, covering the prospects for development of equality of the sexes in Hellas (in Greek and English).
5. **"Statistics concerning the Two Sexes"**
   An annual publication concerning the employment and unemployment of women in Hellas (in Greek and English).
6. **"The General Secretariat for the Equality of the Sexes"**
   An information leaflet giving the goals and responsibilities of the General Secretariat for the Equality of the Sexes (in Greek and English).
7. **"Prefectural Equality Committees"**
   In order to facilitate communication between interested parties, this leaflet gives the particulars of those in charge of the Prefectural Equality Committees and of the Equality Bureaus in each Prefecture.
8. **"The Rights and Obligations of Working Women in Wage-earning Positions"**
   This is a detailed popular publication which provides working women with a complete picture of their rights and obligations.
9. **"Born Equal"**
   A poster on the equality of the sexes designed for use in schools.
10. **"The National Report of Hellas"**
    The report drawn up in summary form for the UN World Conference on the Decade for Women at Nairobi in July 1985..

11. **"Women's Organisations"**
    An information leaflet concerning the women's movement in Hellas.
12. The **Paper** read by Ms Margaret Papandreou, head of the Hellas delegation, at the UN World Conference in Nairobi on the Decade for Women (July 1985).
13. **"New Forms of Women's Co-operatives"**
    The paper read by Ms Chrysanthi Laiou-Antoniou at the UN World Conference on the Decade for Women (Nairobi, July 1985).
14. **"Women Farmers Today"**
    An information leaflet dealing exclusively with women farmers and matters of interest to them.
15. Popular information leaflets issued by various State agencies concerning the new institutions and arrangements which the Government is promoting.

In order to provide still fuller information, the General Secretariat for the Equality of the Sexes has also published the following:

A. The Proceedings of the following Conferences:
1. Women in Public Administration
2. Equality and Education
3. Women and the Mass Media.

B. Information leaflets on:
1. Unmarried mothers
2. Violence and rape

Promotion and exhibition of the work of women artists

The General Secretariat for the Equality of the Sexes, in association with the Ministry of Culture, organised an exhibition designed to inform citizens and raise their awareness of the activities of women in the world of art. The open-air exhibition was held in the Roman Agora in Athens and the work of women in the visual arts was displayed.

The General Secretariat for the Equality of the Sexes also sends representatives to events organised by other agencies, associations and societies in order to provide them with information concerning its activities and area of responsibility.

A library where men and women may find information and study material on matters relating to the equality of the sexes operates within the General Secretariat for the Equality of the Sexes headquarters in Athens.

Problems and difficulties in implementing the principle of equality

All the positive measures we have referred to above are the start of the specific programme the Government has worked out to change the social position of women in Hellas. Naturally enough, however, the realisation of this programme to promote equality has encountered difficulties which will have to be overcome gradually. The most important of these are as follows:

1. There is a lack of general social infrastructure in areas such as day care centres, counselling centres, family planning and health centres.
2. The social prejudices of the people of Hellas continue to hold that the two sexes are destined to perform differing roles in society. These concepts have imbued education, training and culture and stereotyped role images are reflected in literature, the mass media and even in the awarding of justice.
3. The problem of equality has of necessity become part of the development plan for the country, which is based on options and priorities dictated by economic criteria and factors as well as social ones. Since, however, the present Socialist Government believes that it will not be possible to bring about social change without the social liberation of women, who constitute half the population of Hellas, the

Five-Year Development Plan clearly provides for the gradual overcoming of the difficulties referred to above. The Plan, which states that "an increase in the participation of women in the process of production, in the country's political, economic and social life and at decision-making centres is a fundamental aim and a policy guideline", provides for specific measures to promote equality in the following sectors:

- work
- education and training
- health
- welfare
- social security
- culture and sport.

The Plan also contains specific measures for:

- women farmers
- the protection of maternity
- regional development
- increased awareness of the principle of equality on the part of school pupils via the books and curricula of primary and secondary education.

In order to achieve all the above, it is essential that:

- the level of consciousness of the Press towards equality be raised by special seminars held throughout the country;
- women be given equal opportunities for participation in decision-making centres in the State-run mass media and equal opportunities for participation in all the sectors and seniority ranks of the Press and the radio and television networks;
- a law be passed safeguarding respect for the dignity of women in advertising;
- a special policy be adopted towardsd this by those in charge of the radio and TV networks so as to favour the

portraying of the real social problems facing women today at work, in the home and in the fields;
- the public be properly informed about the new institutions which are promoting a change in the social position of women in Hellas, while at the same time care should be taken with children's TV programmes and other broadcasts so as to make sure that the general public are fully aware of matters relating to the equality of the sexes.

## Article 6

*States Parties shall take all appropriate measures including legislation to suppress all forms of traffic in women and exploitation of prostitution of women.*

Suppression of the exploitation of women, whether of age or under age, is dealt with in a series of provisions of the Criminal Code in a section entitled "Crimes against sexual freedom and crimes of financial exploitation of sexual life". These provisions lay down punishment in the form both of imprisonment and of fines. In accordance with these provisions:

1. Any person who repeatedly and for a livelihood facilitates immorality between other persons is liable to up to three years' imprisonment (Article 348, Facilitation of the immorality of others).
2. Any person who by the use of false pretences facilitates immorality between others is liable to up to three years' imprisonment and a fine even if the elements of repetition and habit are absent (Article 349, Procurement).
3. Any person who in order to facilitate the immorality of others procures for prostitution or induces to depravity persons under age or aids, abets or facilitates the prostitution or depravity of minors is liable to imprisonment for up to three years and a fine. This punishment is increased by at least one year if the offence takes place in special circumstances relating to the age of the victim (if she is under 16 years old) or to a relation of dependency between the minor anda the offender (Article 349, Procurement).
4. Any person who, for reasons of gain or repeatedly and as a livelihood procures females for prostitution is liable to imprisonment for at least 18 months and a fine (Article 349, Procurement).

5. Any man who lives wholly or in part on a woman whose occupation is prostitution and who exploits her profits is liable to imprisonment for between 6 months and 3 years (Article 350, Living on immoral earnings).
6. Any person who, in order to do service to the immorality of others:
   a. employs or seduces, even with her consent, an underage girl for the purpose of prostitution,
   b. employs or seduces a woman for the purpose of prostitution by force, false pretences, threats, the imposition or abuse of authority or by any other means of compulsion, or
   c. by the above means holds a woman without her consent in a brothel or compels her to indulge in prostitution,
   shall be liable to imprisonment for between one and three years and a fine if no more serious offence has been committed. The punishment for the crime of trafficking in women becomes more serious if the offence is committed by ascendants of the blood or by guardians or adoptive parents or any other person to whom the upbringing, teaching, supervision or care, even temporary, of the minor have been entrusted (Article 351, Trafficking).
   Such penalties are also imposed if the particular acts composing the offence have been committed in different countries.
7. Any person who, while under the obligation of supervising a person under the age of 17 years, omits to hinder that person from carrying out a criminal offence or from indulging in prostitution shall be liable to imprisonment for up to one year if no more serious offence has been committed.

It should be noted that where the provisions refer to prostitution, they apply only to women. The Criminal Code

contains no provision describing male or homosexual prostitution as a crime or providing for penalties for it.

The above provisions, covering matters of the exploitation of sexual life, are contained in the Criminal Code as ratified by Law 1492/1950. It is, however, essential, that these provisions be modified and that special measures to prevent such offences be taken in the light of alterations in social beliefs and the way of life as it has come to be formulated. The General Secretariat for the Equality of the Sexes is preparing a special study of this and will be proposing specific measures to the competent authorities.

In relation to the brothels referred to in the provision on Trafficking, it should be noted that in accordance with Law 1191/83 (Article 10) the operation of houses for the exercise of professional mass prostitution is forbidden in any form and under any name or title.

The same law also deals with the question of the establishment of prostitutes.

The present political leadership of Hellas has displayed an interest in and is studying the question of the social rehabilitation of these women.

Hellenic legislation today provides for and punishes the circulation of obscene materials - manuscripts, printed matter, visual images etc. - where, in accordance with public morality, these outrage decency (Law 1291/82).

The promotion of special legislation to deal with pornography and, in general, the exploitation of the human body - and particularly, of course, the female body - by advertising is being studied.

## Article 7

*States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and in particular shall ensure to women on equal terms with men the right:*
*a) to vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;*
*b) to participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at the level of government;*
*c) to participate in non-governmental organisations and associations concerned with the public and political life of the country.*

In Hellas today, women face no formal discrimination in relation to the acquisition or exercise of rights in the political and public life of the country. They are from the legislative point of view free to participate in these sectors, yet social prejudice and the social and economic system are obstacles in the way of a dynamic presence of the female sex in these fields.

Increased female participation in the process of production in Hellas and especially in the political, economic and social life of the country, with advancement to decision-making centres, constitutes one of the fundamental targets of a socialist policy aimed at creating a society of equal opportunity.

Women in Hellas acquired the right to vote in 1930, in municipal elections only and on condition that they had reached the age of 30. They were not permitted to stand for election. This right was safeguarded and integrated legislatively by Emergency Law 959/29-29.4.1949.

In 1952, women in Hellas were granted the right to vote and be elected in national elections (Law 2159/1952) while in 1953, Law 2620, which ratified the New York International

Convention on the civil rights of women, abolished all forms of discrimination against women. These acts of the legislature were followed by special rulings which provided women with the right to obtain positions in all departments of the civil service with the exception of the army and the church; the army was opened to women by law in 1977, but on special conditions and with manifold restrictions.

The right of women to vote and be elected is safeguarded by the Constitution, which makes no distinction between men and women as to the exercise of these rights. These can clearly be seen from the following provisions:

Article 51, para. 3: *"Members of Parliament shall be elected by direct, universal and secret ballot among those citizens who have the right to vote as appointed by law. The law shall be unable to restrict the right to vote except in cases in which a minimum age has not been reached or the citizen is deprived of his/her legal capacity"*.

Article 55: *"In order for a person to be elected as a Member of Parliament he/she must be a citizen of Hellas, must be possessed of the legal capacity to vote and must on the day of the election have reached the twenty fifth year of his/her age"*. The right to vote is acquired by those who have completed the eighteenth year of their age.

According to the most recent amendment to the Civil Code (Law 1329/83, Article 3): *"Any person having completed the eighteenth year of his/her age (that is, having come of age) shall be held to have a legal capacity"*.

Despite all the legislative and constitutional safeguards for these rights, the participation of women in central and local government could not be said to be satisfactory, as can be seen from the tables which follow:

A. Members of the Greek Parliament by sex

| 1981 elections | | | | 1985 elections | | | |
|---|---|---|---|---|---|---|---|
| Men | Women | Total | % | Men | Women | Total | % |
| 287 | 13 | 300 | 4.3 | 291 | 9 | 300 | 3.3 |

B. Members of the European Parliament

| 1981 Elections | | | | 1984 Elections | | | |
|---|---|---|---|---|---|---|---|
| Men | Women | Total | % | Men | Women | Total | % |
| 22 | 2 | 24 | 8.3 | 24 | 2 | 26 | 7.7 |

C. Participation of women in the Council of Ministers after the 1985 elections:

Total Ministers and Deputy Ministers: 48
Women Ministers and Deputy Ministers: 4

D. Women General Secretaries after the 1985 elections:

Total General Secretaries: 33
Women General Secretaries: 4

E. Participation of women in regional administration (1985)

Total Prefects: 55
Women Prefects: 10

F. Participation of women in local government after the 1982 local elections:

Total mayors: 276
Women mayors: 4
Total village presidents: 5,761
Women village presidents: 22

G. The level of participation of women in municipal and village councils is also very low (7.1% of all municipal councillors are women, and a mere 1.1% of all village councillors).

Percentages of women mayors/presidents by population of town/city:

Up to 2,000 inhabitants: 0%
2,000-30,000 " : 1,04%
30-100,000 " : 4,25%
100,000 + " : 0%

Percentages of women councillors/representatives by population of town/city:

| | | |
|---|---|---|
| Up to 2,000 inhabitants: | | 0.94% |
| 2,000-30,000 | " | : 6,07% |
| 30-100,000 | " | : 10,74% |
| 100,000 + | " | : 9.18% |

Although in recent years Hellas has seen the foundation of institutions of decentralisation and popular participation (Prefectural Councils, Neighbourhood Councils, etc.), support for local government and the co-operative movement and the simultaneous promotion of statutes to liberate women, the figures show that women continue to be very much in the background of political life. It should also be noted here that the policy of advancing women to decision-making centres manifested itself in practice in 1981, with the appointment by the Government of nine women Prefects.

In order to support women and to increase their participation in the municipal and local elections of 1986, the General Secretariat for the Equality of the Sexes initiated a campaign which operated in a number of directions:

a) it urged all the country's political parties to promote more women candidates at the elections both as mayors and village presidents and as municipal or village councillors;

b) it reminded voters, through TV advertising spots, of how necessary women are in local government.

As for the occupation of State positions by women, one should refer to:

a) the right to exercise a specific policy, whether subsequent to appointment by the Government to political positions in public life or after election and installation in these positions; these are the political positions referred to above;

b) the right of all citizens to enter the civil service for the purpose of employment as working members of the public administration.

Under the Civil Servants' Code (Presidential Decree 611/1977), which is the law governing access to employment in the public sector, and under Law 1320/83, there is no discrimination with regard to appointments in public administration positions (for more details, see the discussion of Article 11 of this Convention).

According to available figures the situation in the public sector is fairly encouraging; there was a considerable rise in the number of women in the public administration between 1972 - 29.4% - and 1983 - 38.2%. However, there has been no change in the fundamental phenomenon of a larger proportion of women in positions with reduced career and promotion prospects.

In 1983, 10.95% of the middle-ranking civil service positions were occupied by women, a proportion falling to only 1.98% at the most senior levels. Despite this, however, 1984 saw a considerable increase in the number of women recruited as new civil servants - 63% of the total as opposed to 42% in 1982.

In the judiciary there has been a marked rise in the participation of women but no comparative figures are as yet available.

In the diplomatic corps, of the 120 new diplomatic employees recruited in the period 1981-85 only 24 were women.

Of the 415 serving diplomatic employees in 1985, 39 were women. The country's first woman ambassador was appointed in 1986.

Although the Constitution (Articles 12, 23 and 29) safeguards union freedoms, the right to form unions and non profit-making associations and membership of political parties without discrimination by sex, the State is unable by legislation to influence the degree of female

participation in non-governmental organisations and agencies.

Despite this the State encourages women indirectly to take part in active social and political life. This contribution on the part of the State appears through the information programmes run by the Adult Education Secretariat and other competent agencies, such as the Hellenic Productivity Centre, the General Secretariat for the Equality of the Sexes and various of the new institutions: the Neighbourhood Councils, the People's Assemblies and the Prefectural Councils which, on a local level, activate both men and women, on an equal basis, in the best mutual interests of the city, town or village.

On this plane the women's organisations have made an enormous contribution and their membership is growing year by year. It should be remembered that in Hellas women's organisations do not have the support of the State. It is also encouraging that the women's movement today is a form of mass movement, with decentralisation and the setting up of branches of the majority of the organisations in most of the larger towns and cities of Hellas.

Thus all the women of Hellas have the opportunity to become active as, through the processes of the organisation, they come to know their rights and obligations. This familiarity and the action which springs from it are a starting-point for the participation of women in both the public and social life of the country.

There are some 30 women's organisations in Hellas today.

It must be said that the participation of women in the union movement is far from encouraging.

With Law 1264/82 the State raised the level of democracy implemented in the union movement and safeguarded the union freedoms of working people. We note once again that there is no legislative restriction on the participation of women in the union movement.

Here, too, the causes of restricted participation are social ones. The added dynamism required for union activity is overshadowed and usurped by the dominance of the roles of mother and wife.

The country's largest union organisation, the General Confederation of Workers of Hellas, had in 1981 only 3 women on its 45 member administrative council, a number which had fallen to 2 by 1983.

Article 8

*States Parties shall take all appropriate measures to ensure to women on equal terms to men and without any discrimination the opportunity to represent their Governments at international level and to participate in the work of international organisations.*

There is no legislative impediment forbidding or restricting the participation of women in international organisations, in the councils or committees of those organisations or in councils and committees operating at national level.

Before 1981 no research had been done in this field by a responsible State agency and no reliable figures were available. In 1982 the Prime Minster's Special Adviser on Women's Affairs, inaugurating the first action to record and identify the problems arising from discrimination between the sexes, called on the responsible authorities to take measures so as to increase the participation of women in the councils and committees operating within the frameworks of the various Ministries in Hellas and the international organisations.

In 1984 the Council for the Equality of the Sexes began, among its other activities, a series of research projects to identify the problems and collect data on the position of women in the public sector. Later, as a sample study, an investigation was made of the representation of Hellas with the Council of Europe, where it was found that the participation of men was much greater than that of women.

Of the total number of these delegates, 67.8% are men and 32.2% are women. A similar situation exists in the committees functioning within the various State agencies and organisations in Hellas.

This research project, conducted within the country's Ministries and organisations, identified the low proportion of women on these committees and councils.

Subsequently, and in the context of the work of a conference on "Women in Public Administration" organised by the Council for Equality in late 1984, the problem was discussed and it was recorded as one of the most sensitive areas of discrimination apparent in the careers of women civil servants. An examination of the problem of participation in committees and councils at national and international levels arrived at the conclusion that the low proportion of women is principally the result of the following causes:

A. Participation in these committees presupposes that the civil servants concerned hold high ranks in the hierarchy. The proportion of women on such grades is, however, lower than that of men, and thus their participation is restricted for reasons of pure formality.

B. Such committees normally meet in session outside working hours. Women, burdened with family responsibilities, encounter difficulties in the assumption of extra duties even in those cases in which they possess the formal qualifications.

C. Prejudices concerning the capacity of women to serve on committees which take decisions act as a counter-incentive to their appointment on such bodies.

The General Secretariat for Equality of the Ministry to the Prime Minister has already proposed that a law be passed setting up Equal Opportunities and Fair Treatment Committees in each Ministry so as to deal with this problem.

One of the purposes of these committees would be to ensure equality of opportunity and fair treatment, and they would also monitor the implementation of a series of positive action programmes to be applied in the public sector by the General Secretariat for Equality.

## Article 9

*1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of her husband.*
*2. States Parties shall grant women equal rights with men with respect to the nationality of their children.*

Until 1984 any woman citizen of Hellas who married an alien lost Hellenic nationality if she acquired her husband's nationality upon marriage to him, unless before the marriage she stated her wish to retain Hellenic nationality.

If the woman citizen of Hellas married an alien and that marriage was valid in Hellenic law, she lost Hellenic nationality. If a male citizen of Hellas married a woman of foreign nationality, she, by her marriage, acquired Hellenic nationality unless she wished to retain her original nationality despite her marriage and declared her wish not to acquire Hellenic nationality.

The provisions of the Hellenic Nationality Code containing this discrimination were amended by Law 1438/84. This law introduces complete equality between men and women insofar as the acquisition, change and retention of Hellenic citizenship is concerned while at the same time disassociating the acquisition or loss of Hellenic nationality from the fact of marriage.

Thus all the discrimination which sprang from the former law on nationality (Legislative Decree 3370/55) was removed, and women can take their place within the national and social whole as autonomous and independent individuals, irrespective of the nationality of their husbands.

Article 4 of Law 1438/84 lays down that: *"Marriage shall not have as a consequence the acquisition or loss of Hellenic nationality"*. Interim provisions deal with the nationality of Hellenic and foreign women who, under the previous legislation, have lost or acquired Hellenic nationality as a result of their marriage to an alien or a Hellenic national.

In these cases, the law provides the following facilities:

a) in the case of Hellenic women, if they wish to regain the Hellenic nationality they lost by marriage to an alien, they may declare this wish to the Ministry of the Interior by December 31 1986;

b) in the case of foreign women, if they wish to reject the Hellenic nationality they acquired by marriage to a Hellenic national, they may declare this wish to the Ministry of the Interior by December 31 1986.

Article 7, para. 3 of the law deals with nationality in the case of civil marriages, which shall be deemed valid and shall have retroactive force even if conducted before the recognition of civil marriage in Hellas in 1982.

The text of the law runs as follows: *"The recognition of these marriages as valid shall not have as a consequence the acquisition of Hellenic nationality by a female foreign national who has married a Hellenic citizen"*.

As for the nationality of children, Law 1438/84 provides women with exactly the same rights as men. Article 1, para. 1, lays down that *"Children of Hellenic nationals, whether the latter be male or female, shall have Hellenic nationality as of birth"*. This provision introduces *jus sanguinis* and so irrespective of any other factors (place of birth, form of marriage etc.) the children of Hellenic citizens of both sexes acquire at birth Hellenic nationality.

Paragraph 2 of the same Article introduces *jus solis*, under which persons born on Hellenic soil and lacking other

nationality or of unstated nationality acquire Hellenic nationality.

The law deals with all the other cases of acquisition of Hellenic nationality in the same spirit of equality and without discrimination.

Article 2: *"Any alien of either sex born outside the marriage of his/her parents and recognised as the lawful child of a Hellenic citizen of either sex shall become a Hellenic national as of the date of such recognition provided that he/she has not completed the eighteenth year of his/her age"*.

Article 6: *"Any alien of either sex may, on completion of the eighteenth year of his/her age, acquire Hellenic nationality by naturalisation"*.

PART III

Article 10

*States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure them equal rights with men in the field of education and in particular to ensure on a basis of equality of men and women:*

*a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education as well as in all types of vocational training;*

*b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and premises and equipment of the same quality;*

*c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and in particular by the revision of textbooks and school programmes and the adaptation of teaching methods;*

*d) The same opportunities to benefit from scholarships and other study grants;*

*e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing at the earliest possible time any gap in education existing between men and women;*

*f) The reduction of female student drop-out rates and the organisation of programmes for girls and women who have left school prematurely;*

*g) The same opportunities to participate actively in sports and physical activities;*

*h) Access to specific educational information to help to ensure the health*

*and well-being of families, including information and advice on family planning.*

The system of schooling in Hellas is, today, passing through a period of transition in which one can frequently observe the old concepts and values side-by-side with the new.

However, the foundations for reorientating the school have begun to be laid, with structural and statutory changes expressing the new policy towards education of the Socialist Government.

Among the older and newer values being promoted by this new policy is that of the equality of the sexes, since it has been realised that complete and meaningful equality will require, over and above the legislative reform already under way, a change in social concepts and mentality.

Among the effects of social prejudice in regard to the social roles of the two sexes is the fact that although throughout the course of compulsory education the content of the subjects taught is the same for both sexes, differentiation between boys and girls begins very early.

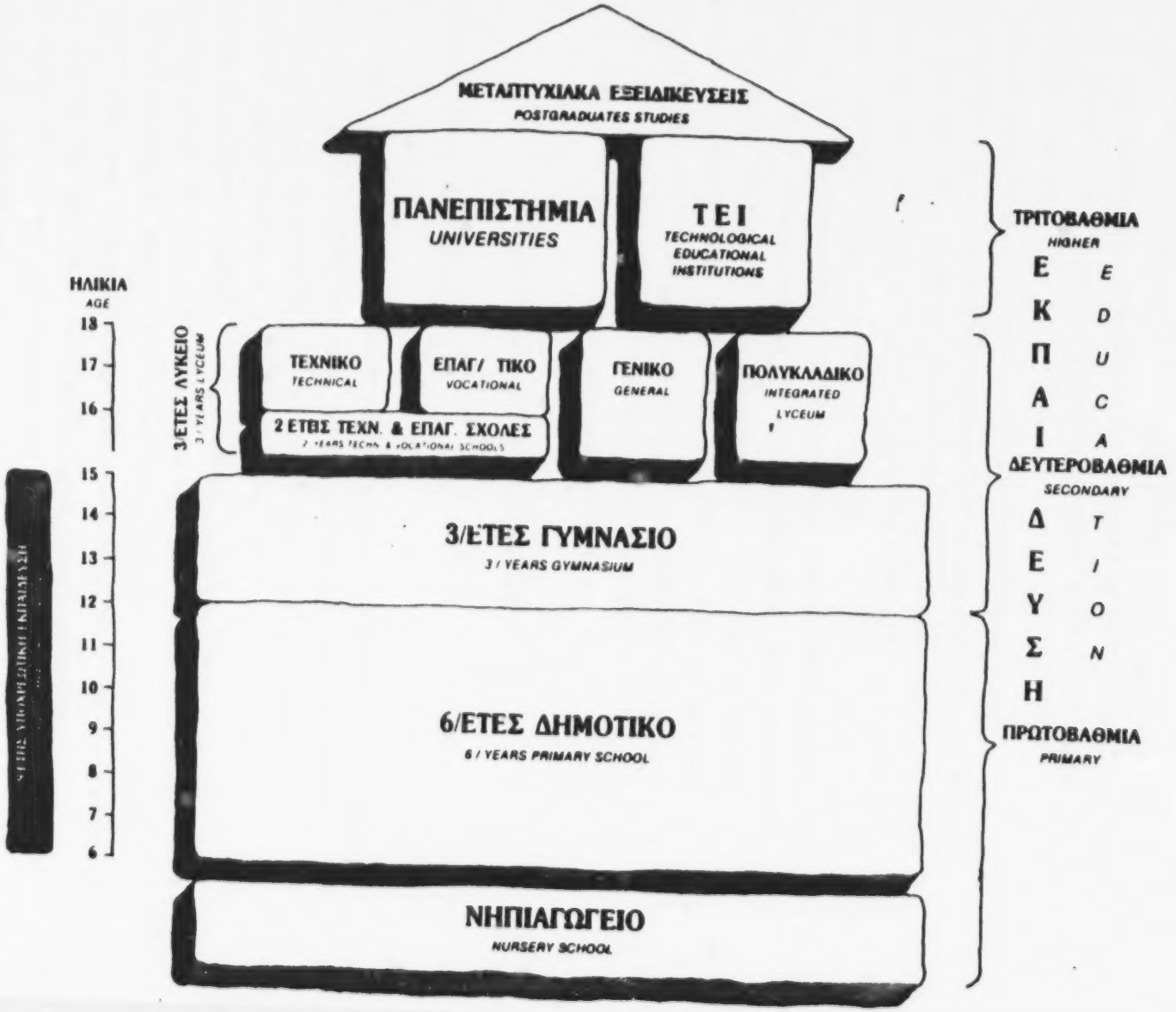
These differentiations between the sexes, imperceptible at first, rise to the surface at the end of compulsory education, as girls choose the types of school which lead on to traditionally 'female' occupations and employment.

The Ministry of National Education and Religion has made radical changes to legislation and to the school curriculum - with the collaboration of the General Secretariat for the Equality of the Sexes and other organisations - in its efforts to create an educational system which does away with social prejudice and which will open up all the professions to both boys and girls without any discrimination whatever.

The sector of education is generally seen as the foundation and keystone for the development and well-being of any country.

# ΔΙΑΡΘΡΩΣΗ ΤΟΥ ΕΛΛΗΝΙΚΟΥ ΕΚΠ/ΚΟΥ ΣΥΣΤΗΜΑΤΟΣ

## STRUCTURE OF THE HELLENIC EDUCATIONAL SYSTEM



Article 16 of the 1975 Constitution lays down that: *"Arts and sciences, research and teaching shall be free and their development and advancement shall be an obligation upon the State".*

Paragraph 2 of the same Article determines that *"Education is one of the fundamental missions of the State"*, while paragraph 4 establishes equality in the right to free education at all grades of the system for all citizens of Hellas irrespective of sex.

Within this framework laid down by the Constitution, it is clear that women are to be given the same opportunities and the same access to the educational system as far as their full individual education potential is concerned.

This constitutional provision is supplemented by a series of laws safeguarding the right of women to participate in the whole scale of education.

## PRIMARY AND BASIC EDUCATION

### 1.1 PRE-SCHOOL EDUCATION

All the country's nursery schools are coeducational, and accept boys and girls between the ages of 3½ and 5½ years. Nursery school education is optional and lasts 2 years. Nursery school teachers are all women, given that the training colleges "accept only women". With the implementation of Law 1286/82, however, both men and women are to be accepted equally in tertiary education, and under the law from the academic year 1983-4 the number of entrants to all forms of tertiary education and their various departments is to be determined as a whole and regardless of the sex of candidates. As a result of this, three men were accepted by and are currently studying in the nursery teachers' training college.

Furthermore, in the process of upgrading kindergarten education which began in the academic year 1984-5 the two-

year training course was replaced by a four-year University-level curriculum.

The actual number of pre-school centres increased by 13.5% between 1981 and 1984, though without fully meeting existing needs.

Table 1, which follows, shows the development of pre-school education by number of children, nursery schools and teachers during the school years 1975-76 - 1982-3.

Table I: Pre-school education

| Children Schools Teachers | 1975-76 | 1976-77 | 1977-78 | 1978-79 | 1979-80 | 1980-81 | 1981-82 | 1982-83 | 1983-84 |
|---|---|---|---|---|---|---|---|---|---|
| Total children | 108,357 | 118,120 | 126,415 | 137,146 | 142,441 | 145,924 | 151,666 | 153,587 | 154,076 |
| Female children | 52,459 | 57,365 | 61,339 | 66,432 | 68,976 | 71,173 | 73,973 | 75,020 | 74,052 |
| Schools | 3,279 | 3,481 | 3,918 | 4,304 | 4,453 | 4,576 | 4,905 | 5,020 | 5,110 |
| Teachers | 4,137 | 4,504 | 5,247 | 5,281 | 6,227 | 6,514 | 6,901 | 6,919 | 6,829 |
| Ratio of children/teachers | 26.2 | 26.2 | 24.1 | 23.6 | 22.9 | 22.4 | 22.0 | 22.2 | 22.5 |

The above figures concern both private and State-run nursery schools. Of the total schools operating in 1982-83, 4,783 were State-run and 237 were privately-owned.

Table 2, which follows, shows the distribution of children by sex and region of the country and the distribution of nursery school (private and State-run) by region for the years 1975-76 to 1982-83.

Table 2

| School year | Children by region and sex | | | | | | Schools by region | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Urban | | Semi-urban | | Rural | | Urban | | Semi-urban | | rural | |
| | Total | female | Total | female | Total | female | S | P | S | P | S | P |
| 1975-6 | 58,661 | 28,184 | 17,369 | 8,519 | 32,227 | 15,756 | 969 | 402 | 432 | 3 | 1,470 | 3 |
| 1976-7 | 63,598 | 30,833 | 18,906 | 9,114 | 35,686 | 17,418 | 1,019 | 421 | 450 | 4 | 1,585 | 2 |
| 1977-8 | 68,161 | 33,056 | 19,857 | 9,656 | 38,397 | 18,627 | 1,362 | 366 | 525 | 7 | 2,038 | 6 |
| 1978-9 | 74,812 | 36,027 | 20,128 | 9,810 | 42,206 | 20,595 | 1,200 | 406 | 503 | 5 | 1,801 | 3 |
| 1979-80 | 71,597 | 38,469 | 20,287 | 9,740 | 42,557 | 20,767 | 1,456 | 326 | 540 | 5 | 2,115 | 11 |
| 1980-1 | 83,454 | 40,648 | 20,546 | 10,016 | 41,923 | 20,509 | 1,543 | 300 | 561 | 6 | 2,168 | 7 |
| 1981-2 | 85,933 | 41,918 | 20,563 | 10,005 | 45,170 | 22,052 | 1,607 | 266 | 546 | 3 | 2,302 | 19 |
| 1982-3 | 87,044 | 42,732 | 21,588 | 10,464 | 44,955 | 21,824 | 1,694 | 225 | 599 | 5 | 2,390 | 9 |

Source: Educational statistics

The Ministry of Education and Religion, in drawing up its plans for the period 1983-87 within the framework of the overall development plan, appointed a working group on which the General Secretariat for the Equality of the Sexes was represented to prepare the new curricula for pre-school education and the handbooks and guides used by nursery school teachers along the lines of bringing children up with the principles of the equality of the sexes.

Law 1304/82, Article 1, introduced the institution of School Counsellors for pre-school education. The Counsellor's role is to assist the teaching staff of the nursery school in achieving steady and lasting progress from the point of view of knowledge, teaching methods and educational approach. To date 13 School Counsellors have been appointed for pre-school ages.

## 1.2 PRIMARY EDUCATION

Primary education is a six-year course for children between 5½ and 12 years of age. In 1983-84, a total of 896,339 children were registered in schools nationwide. The distribution of children by sex and type of school was as follows:

Table 3

| | | Boys | Girls | % Girls |
|---|---|---|---|---|
| Total children | 896,339 | 462,223 | 434,116 | 48.4 |
| State schools | 842,147 | 434,200 | 407,947 | 48.4 |
| Private " | 54,192 | 28,023 | 26,169 | 48.2 |

Registration of boys and girls, by numbers, is approximately equal. The slight differences observed in the percentages are due to demographic reasons.

Primary schools are co-educational and the curriculum is the same for children of both sexes.

The table which follows shows numerical developments in primary education from 1975-76 to 1983-4.

Table 4
Distribution of primary schools, teachers and pupils
by sex for each school year

| | 1975-6 | 1976-7 | 1977-8 | 1978-9 | 1979-80 | 1980-1 | 1981-2 | 1982-3 | 1983-4 |
|---|---|---|---|---|---|---|---|---|---|
| Schools | 9,694 | 9,743 | 9,695 | 9,593 | 9,333 | 9,461 | 9,400 | 9,348 | 10,141 |
| Total pupils | 937,123 | 938,597 | 933,535 | 922,698 | 910,346 | 900,346 | 891,488 | 892,509 | 896,339 |
| Total female | 450,769 | 452,284 | 450,617 | 444,677 | 433,069 | 435,000 | 430,386 | 432,782 | 434,116 |
| Teachers | 31,016 | 32,743 | 34,687 | 35,750 | 36,246 | 37,315 | 37,947 | 34,047 | 34,952 |
| Pupil/teacher ratio | 30,2 | 29,0 | 26,9 | 25,8 | 24,8 | 24,1 | 23,5 | 26,2 | 25,6 |

As can be seen from the above figures, the proportion of girls in the primary school population is roughly equal to that of boys.

Teachers were distributed as follows by sex and type of school (1982-83):

Table 5

| | | Men | Women | |
|---|---|---|---|---|
| Total nationwide | 34,057 | 17 895 | 16,162 | (47,4%) |
| State schools | 31,884 | 17,000 | 14,884 | (46,6%) |
| Private schools | 2,173 | 895 | 1,278 | (58,8%) |

It is to be noted that the number of women teachers in primary education is steadily decreasing. Registration of women students in Teachers' Training Colleges decreased from 62.2% in 1973-4 to 54.4% in 1981-2. The proportion of women teachers in private education, however, remains high. This is partly due to a lower degree of mobility on the part of women, who are often unable to teach in remote regions of the country and prefer private schools, which tend to be concentrated in urban areas,

The main effort being made in the direction of eliminating role stereotypes (mother/housewife, father/working man) has taken the form of the publication of new school textbooks with radical alterations in both the texts and the illustrations. The family and the distribution of labour inside it and outside it are portrayed as being conducted on a basis of equality and

concepts relating to the upgrading of women to full equality with men inside society are put across.

1.3 SECONDARY EDUCATION

Secondary education in Hellas consists of the following units:

a. Junior Secondary school, a three-year compulsory course for children between the ages of 11½ and 14½. After graduation from Junior Secondary school those children who do not choose to enter the labour market can continue into Senior Secondary schools. In the academic year 1983-4 a total of 423,581 pupils were registered in Junior Secondary schools throughout the country. Of these, 200,635 (47.3%) were girls. In the same school year the number of teachers amounted to 19,575, of whom 12,069 (61.6%) were women.

The content of studies and the curricula are common to boys and girls. Home Economics, taught to girls only until 1982, is now taught to both sexes.

The Junior Secondary school does not introduce any degree of specialisation; this follows in -

b. Senior Secondary school, a three-year course if completed under normal conditions or a four-year course if taken as a night school. There are three basic types of Senior Secondary school: General, Technical/Vocational and Integrated. Thee are also 9 special Humanities High Schools throughout the country and Religious and Naval Academies. The Religious Academies admit boys only. All graduates of Senior Secondary schools may compete for a place in university-level institutions. The senior secondary level of education also includes a number of two-year technical/vocational schools.

Enrolment figures for 1982-83 were as follows:

General Senior Secondary (including night schools): total enrolment 244,057, girls 132,528 (54.3%). Teachers: 12,215, women 5,369 (43.9%).

Technical/Vocational Senior Secondary: total enrolment 76,492, girls 26,951 (35.2%). An analysis of the distribution of girls shows that they account for only 8.5% of the pupils in strictly technical schools but 61.3% of the enrolment in vocational schools training for traditionally 'female' occupations such as the para-medical professions.

The total number of graduates from technical and vocational schools in 1983 was 3,958, of whom only 282 (7.1%) were girls. The distribution of girls by occupation trained for was as follows:

| | |
|---|---|
| Mechanics | 0.1% |
| Electricians | 0.4% |
| Electronics | 0.6% |
| Building trades | 13.8% |
| Office staff, shop assistants | 77.2% |
| Silver and goldsmiths | 7.1% |

Children decide upon graduation from Junior Secondary school which type of Senior Secondary school to enrol it. This decision has a major impact on the type of senior secondary education they will receive and the vocation they will be able to enter. In the General Senior Secondary school, the choice of orientation and special subjects in made in the third year, while in Technical/Vocational schools orientation is chosen in the second year and special subjects in the third. On completion of the first year of any Senior Secondary school students may switch to another type of school and this means that in effect study and job options are made when the student is 16.

Most girls enrol in General Senior Secondary schools. This, however, is also true of the majority of pupils of both sexes continuing from Junior Secondary into Senior Secondary. Only one quarter of Junior Secondary graduates choose to continue in Technical/Vocational schools.

Table 6
Senior Secondary Education by sex (1983-4)

| | | Female % | Male % |
|---|---|---|---|
| GENERAL | | 55.0 | 45.0 |
| TECHNICAL | | 8.5 | 91.5 |
| Sector: | | | |
| Mechanical | | 2.5 | 97.5 |
| Electrical | | 5.0 | 95.0 |
| Electronics | | 3.0 | 97.0 |
| Building | | 36.6 | 62.3 |
| Chemical & Metallurgical | | 25.0 | 75.0 |
| Applied Arts | | 58.0 | 42.0 |
| Textiles-Clothing | | | 100.0 |
| VOCATIONAL | | 61.3 | 38.7 |
| Finance/Administration | | 61.0 | 39.0 |
| Agriculture & Animal Husbandry | 53.6 | 46.4 | |
| Social Services | | 71.7 | 28.2 |

Source: unpublished Ministry of Education data

Also included in secondary education are the Technical/Vocational colleges, in which studies last for between 1 and 4 semesters and in which enrolment is freely available to all those who have completed Junior Secondary school. The number of girls entering these colleges has increased steadily since 1975 and can be seen in Table 7.

Table 7

| Secondary Technical colleges | 1975-6 | 1976-7 | 1977-8 | 1978-9 | 1979-80 |
|---|---|---|---|---|---|
| Total students | 132,591 | 131,521 | 124,728 | 125,039 | 106,575 |
| Female | 17,362 | 18,676 | 21,423 | 26,207 | 19,889 |
| Percentage | 13.0 | 14.4 | 17.1 | 21.0 | 19.0 |

A series of general statutory measures have been introduced to promote the equality of the sexes in secondary education.

The school population of secondary education and of certain primary schools (state or private under the administration of the Church) was segregated by sex until 1977, at which point co-education was generally introduced. Today it is compulsory throughout the educational system.

Girls in secondary and primary education were obliged to wear school uniforms until 1982, although boys were always free to dress as they pleased. This anachronism was abolished by circular of the Ministry of Education in 1982, thus removing an example of autocratic discrimination.

School Counsellors were introduced by Law 1304/82, and in the secondary school, too, their task is to help the teaching staff in their educational duties and also to strive for the elimination, by the provision of information, of the traditional sex stereotypes from schools. One might also mention in this context the introduction of co-educational Physical Education lessons in 1981 and the publication of new secondary school textbooks promoting the concepts of the equality of the sexes.

The Integrated Senior Secondary Schools combining general education with the provision of technological know-how and experience, introduced in Athens and the regions in 1984, attracted 4,500 students of both sexes in their first year of operation.

Table 8
Secondary education: enrolment trends by sex

| | 1971-2 | | 1975-6 | | 1978-9 | | 1982-3 (Senior Secondary) | |
|---|---|---|---|---|---|---|---|---|
| Total students | 590,056 | | 679,507 | | 710,169 | | 309,907 | |
| Girls | 343,620 | | 286,925 | | 312,772 | | 153,920 | |
| % Girls | 41,7 | | 42,4 | | 44,0 | | 49,8 | |
| | F,100 | M,100 | F,100 | M,100 | F,100 | M,100 | F,100 | M,100 |
| General Secondary | 93,2 | 72,2 | 94,0 | 70,6 | 91,6 | 75,1 | 82,5 | 68,6 |
| Technical/Vocational | 6,8 | 27,8 | 6,0 | 29,4 | 8,4 | 24,9 | 17,5 | 31,4 |

Table 9
General secondary education: school units, teaching staff and pupils, 1977/8-1981/2

| | 1977-8 | 1978-9 | 1979-80 | 1980-1 | 1981-2 |
|---|---|---|---|---|---|
| State schools | | | | | |
| a) Day schools | | | | | |
| No. of schools | 1,714 | 1,796 | 1,887 | 1,985 | 2,059 |
| No. of teachers | 23,161 | 25,858 | 28,693 | 30,866 | 32,533 |
| females | 12,655 | 14,222 | 15,775 | 17,115 | 18,214 |
| No. of pupils | 527,645 | 541,228 | 581,025 | 605,279 | 634,802 |
| females | 262,410 | 267,664 | 288,568 | 302,482 | 318,245 |
| Pupil/teacher ratio | 22.8 | 20.9 | 20.2 | 19.6 | 19.5 |
| b) Night schools | | | | | |
| No. of schools | 63 | 63 | 56 | 55 | 56 |
| No. of pupils | 9,517 | 8,344 | 8,277 | 7,519 | 8,844 |
| females | 1,896 | 1,714 | 1,737 | 1,541 | 1,845 |
| Private schools | | | | | |
| a) Day schools | | | | | |
| No. of schools | 325 | 252 | 205 | 180 | 155 |
| No. of teachers | 1,134 | 1,062 | 992 | 871 | 1,080 |
| female | 521 | 505 | 280 | 482 | 532 |
| No. of pupils | 37,411 | 31,069 | 26,899 | 25,298 | 24,565 |
| female | 18,957 | 16,422 | 14,451 | 13,898 | 13,471 |
| Pupil/teacher ratio | 33.0 | 29.2 | 27.1 | 29.0 | 22.7 |
| b) Night schools | | | | | |
| No. of schools | 58 | 51 | 36 | 23 | 21 |
| No. of pupils | 5,198 | 4,489 | 2,487 | 1,537 | 1,601 |
| females | 922 | 765 | 368 | 242 | 306 |

School counsellors

Percentage of women: 48/421 = 11%

In primary education: 25/238 = 10.5%

In secondary education: 23/183 = 12.5%

Percentage of women head teachers: 2,891/6,948 = 42%

In primary education: 1,909/4,691 = 41%

In secondary education: 982/2,257 = 43.5%

## II. TERTIARY EDUCATION

The tertiary instutitions of Hellas are the following: the Universities (where courses last 4-6 years), the Institutes of Technical Education and the Teachers' Training Academies. Studies in non-university institutions last from two to three years.

The right to enrolment in these institutions is acquired through competition in nationwide examinations held in June each year. This method does not permit any discrimination because of sex. In 1983 girls accounted for 52% of those successful in these examinations. Women tend to enter university courses in Humanities and Law (50%) and to a lesser extent in Social Sciences, Economics, Physics, Mathematics and Medicine. The number of women in the Polytechnics (technical universities) continues to be low, although the absolute number of women students there has tripled since 1973-4. In departments of physics, mathematics, medicine and engineering the proportion of women amounted to 21.8% in the academic year 1982-3.

The number of women entering technical and vocational tertiary education is steadily increasing, but without much diversification as to field of study. Of every 100 women in such courses, 37 are in business courses, 23 in health and social welfare and 22 in technology-based courses.

In general education - including teachers' training academies - only 7 out of 100 women continue their studies to tertiary level. This rate has not increased significantly over the years, though there have been small fluctuations in the last decade.

By Law 1286/82, Article 14, the schools of Domestic Science were opened to men.

Vocational Guidance and Counselling Centres do not as yet exist in the universities but they are expected to open at a later date. Proposals have been invited from the university authorities round the country to this end. These Guidance Centres will help first-year students fit smoothly

into the university system, will provide them with information about courses of study and will assist them with scholastic or vocational problems they may encounter.

In Hellas the bias of university education continues to be in the direction of the arts and humanities, partly for traditional reasons and partly for structural ones, given that the educational system as a whole has always been weighted towards such fields and away from more practical and technical subjects.

New legislation on tertiary education has opened the Schools of the Ministry of Public Order (the Gendarmerie School, the Police School and the Fire Brigade School) to both men and women.

Sex discrimination, however, continues to exist in these institutions:

- men are accepted with a certificate of graduation from Junior Secondary School, while a certificate of graduation from Senior Secondary School is required of women;
- age limits vary according to sex: depending on the School, the age limit for men is 19-20 or 19-26 while for women it is either 19-22 or 19-24;
- the Port Police School does not train men and women together: men are trained one year and women the next;
- 600 men and 110 women were admitted to the Gendarmerie School in 1982;
- the State Merchant Navy Officer Cadet schools are the almost exclusive province of men, with women accounting for only 10% of total entrants.

The Nurses' and Medical Visitors' Schools, which accepted only women, have been merged with the Institutes of Technical Education as part of the departments of Health Visitors of the Health and Welfare Schools and are open to both men and women.

Table 10
Trends in tertiary education by sex

| | 1971-2 | 1975-6 | 1978-9 | 1981-2 |
|---|---|---|---|---|
| Total students | 85,000 | 117,246 | 126,244 | 122,874 |
| Women | 27,574 | 43,361 | 49,537 | 51,056 |
| % women | 32.4 | 36.9 | 39.2 | 41.6 |

| | | Universities | General (teachers' training) | Technical/Vocational |
|---|---|---|---|---|
| | F. | 31.5 | 53.8 | 29.6 |
| | M. | 68.3 | 46.2 | 70.4 |
| 1971-2( | F.100 | 80.3 | 8.2 | 11.5 |
| | M.100 | 83.8 | 3.4 | 13.0 |
| | F. | 37.4 | 60.6 | 28.6 |
| | M. | 62.6 | 39.5 | 71.4 |
| 1975-6( | F.100 | 82.3 | 8.2 | 11.5 |
| | M.100 | 80.8 | 2.3 | 16.9 |
| | F. | 40.0 | 52.3 | 33.9 |
| | M | 60.0 | 47.7 | 66.1 |
| 1978-9( | F.100 | 77.5 | 5.0 | 17.5 |
| | M.100 | 74.9 | 2.7 | 22.4 |
| | F. | 42.5 | 54.4 | 35.0 |
| | M | 57.5 | 45.6 | 64.0 |
| 1981-2( | F.100 | 72.8 | 7.0 | 20.2 |
| | M.100 | 70.0 | 4.2 | 25.8 |

Source: Statistical Service, processing of unpublished Ministry of Education data

Table 11
Universities: Participation of sexes by subject studied

| | 1973-4 | 1978-9 | 1981-2 |
|---|---|---|---|
| Total students | 80,041 | 95,899 | 87,476 |
| Women | 27,914 | 38,452 | 37,187 |
| % women | 34.8 | 40.0 | 42.5 |

(contd. on next page)

| | | Humanities | Fine Arts | Law | Social, Econom, Polit, Sciences | Physics, Maths, | Technical Sciences | Medicine | Agronomy, Forestry |
|---|---|---|---|---|---|---|---|---|---|
| | F. | 72,7 | 44,2 | 33,5 | 31,6 | 23,8 | 7,1 | 30,7 | 15,2 |
| | M. | 28,3 | 55,8 | 63,5 | 68,4 | 78,2 | 92,9 | 69,3 | 84,8 |
| 1973-4( | F,100 | 27,7 | 2,1 | 24,2 | 31,0 | 9,3 | 1,4 | 13,0 | 1,2 |
| | M,100 | 5,8 | 1,6 | 11,7 | 35,9 | 10,0 | 10,0 | 15,5 | 3,6 |
| | F. | 75,1 | 54,2 | 54,2 | 38,0 | 29,2 | 11,5 | 32,3 | 27,4 |
| | M. | 24,9 | 45,8 | 45,8 | 62,0 | 70,8 | 88,5 | 57,7 | 72,8 |
| 1978-9( | F,100 | 23,4 | 2,2 | 19,3 | 32,0 | 9,0 | 3,0 | 9,1 | 2,0 |
| | M,100 | 5,2 | 1,8 | 11,0 | 34,6 | 17,0 | 14,5 | 12,8 | 3,6 |
| | F. | 76,0 | 56,0 | 50,7 | 40,2 | 31,3 | 15,8 | 34,5 | 30,1 |
| | M. | 24,0 | 44,0 | 49,3 | 59,8 | 68,7 | 84,2 | 65,5 | 69,9 |
| 1981-2( | F,100 | 25,6 | 2,0 | 24,5 | 21,4 | 10,3 | 4,2 | 10,0 | 2,0 |
| | M,100 | 6,0 | 1,4 | 17,3 | 24,0 | 18,2 | 16,8 | 18,0 | 3,2 |

Source: National Statistics Service, processing of unpublished Ministry of Education data

Table 12
Tertiary education: technical/vocation

| | 1978-9 | | | 1981-2 | | |
|---|---|---|---|---|---|---|
| Total students | 17,014 | | | 21,924 | | |
| Women | 5,848 | | | 8,366 | | |
| % women | 34,3 | | | 38,1 | | |
| | F. | M. | F,100 | F. | M. | F,100 |
| Mechanics | 17,1 | 82,9 | 22,4 | 17,8 | 82,2 | 22,1 |
| Food technologists | 39,9 | 60,1 | 3,3 | 45,0 | 55,0 | 4,5 |
| Agronomy technologists | 29,9 | 60,1 | 5,6 | 39,0 | 60,8 | 8,0 |
| Business | 39,1 | 60,9 | 30,3 | 55,2 | 44,8 | 36,8 |
| Health and welfare personnel | 70,4 | 29,6 | 34,8 | 72,7 | 27,3 | 24,6 |
| Applied graphic arts | 57,5 | 42,5 | 3,6 | 54,5 | 45,5 | 4,0 |

Source: National Statistical Service, processing of unpublished Ministry of Education data.

Table 13
Polytechnics: distribution by sex and department (1981-2)

Total students: 10,994
Women: 2,109 - 19.2%
Men 8,885 - 80.8%

| Departments | Total | Women | F % | M % | F.100 | M.100 |
|---|---|---|---|---|---|---|
| Civil engineering | 3,862 | 809 | 20,8 | 79,2 | 38,2 | 34,4 |
| Architecture | 1,092 | 542 | 49,6 | 50,4 | 25,7 | 6,2 |
| Mechanical engineering | 1,915 | 104 | 5,4 | 94,6 | 5,0 | 20,4 |
| Electrical engineering | 2,050 | 188 | 9,2 | 90,8 | 8,9 | 20,9 |
| Chemical engineering | 900 | 219 | 24,3 | 75,7 | 10,4 | 7,7 |
| Agronomists, surveyors | 802 | 171 | 21,3 | 78,7 | 8,1 | 7,1 |
| Computer science | 95 | 25 | 26,3 | 76,7 | 1,2 | 0,8 |
| Mine engineering | 278 | 53 | 19,0 | 81,0 | 2,5 | 2,5 |

Source: National Statistical Service, processing of unpublished Ministry of Education data.

Table 14
Level of education

| Level of education | 1961 | | 1971 | | 1981 | | 1982 | |
|---|---|---|---|---|---|---|---|---|
| | Women | Men | Women | Men | Women | Men | Women | Men |
| Tertiary | 0,8 | 2,9 | 1,6 | 4,3 | 3,6 | 6,8 | 3,8 | 7,1 |
| Secondary | 6,2 | 8,4 | 9,9 | 12,2 | 17,1 | 16,6 | 17,9 | 17,5 |
| Primary | 36,3 | 50,3 | 44,0 | 55,3 | 51,6 | 60,9 | 51,8 | 60,2 |
| Did not complete Primary | 56,7 | 38,3 | 38,8 | 26,4 | 27,7 | 15,7 | 26,5 | 15,2 |
| of whom illiterate | (27,9) | (8,0) | (21,3) | (6,2) | (13,3) | (3,6) | - | - |
| No reply | - | - | 5,7 | 1,8 | - | - | - | - |

Calculations are for the population aged 10 years and over

Table 15

| Stage of education | Students/pupils | | Teaching staff | |
|---|---|---|---|---|
| | F. | M. | F. | M. |
| Preschool | 48,8 | 51,2 | 100,0 | - |
| Primary | 48,3 | 51,7 | 48,1 | 51,9 |
| Secondary | | | | |
| Junior | 47,6 | 52,4 | 62,2 | 37,8 |
| Senior | 54,2 | 45,8 | 45,1 | 54,9 |
| Tertiary general | 54,1 | 45,9 | 34,6 | 65,4 |
| of which nursery teachers | 100,0 | - | 53,0 | 47,0 |
| Technical/vocational: | | | | |
| short-term | 24,6 | 75,4 | 29,8 | 70,2 |
| diploma courses | 39,4 | 60,6 | 27,0 | 73,0 |
| Music | 71,6 | 28,4 | 64,8 | 35,2 |
| University | 42,5 | 57,5 | 35,3 | 64,7 |
| Special education | 64,8 | 35,2 | 68,4 | 31,6 |

Source: National Statistical Service, Censuses for 1961, 1971 and 1982
*Hellas in Figures*
Workforce Surveys 1981, 1982 etc.

Table 16
Distribution of teaching staff by sex and subject

| Subject taught | Men | Women |
|---|---|---|
| Religion | 1,911 | 814 |
| Greek lang. & lit. | 4,451 | 11,963 |
| Mathematics | 5,044 | 1,565 |
| Physics | 4,276 | 2,091 |
| French | 75 | 1,351 |
| English | 250 | 2,283 |
| German | - | 7 |
| Art | 106 | 208 |
| Economics | 236 | 176 |
| Sociology | - | - |
| Physical education | 2,106 | 1,323 |
| Engineering | 299 | 32 |
| Law, political sciences | 72 | 73 |
| Medicine | 132 | 55 |
| Domestic economy | - | 832 |
| Music | 175 | 843 |
| Technology (Institutes) | 280 | 163 |
| Other Institutes | 47 | 159 |
| Short-course vocational | 212 | 186 |
| Secondary vocational | 211 | 2 |
| Total | 21,281 | 23,507 |
| Nos. of Schools | | |
| Secondary (Junior) | 1,644 | |
| Secondary (Senior) | 976 | |
| Secondary (Integrated) | 22 | |
| Short-course vocational | 113 | |
| Secondary vocational | 231 | |

School hours have been adjusted to fit in with normal working hours for parents. This arrangement is being implemented with great success as a pilot programme at six primary schools in the greater Athens area.

It is anticipated that sex education lessons in primary and secondary education will begin during the course of 1987.

The school year 1986-7 will also see the publication of an equality guide for teachers in primary and secondary education, with the aim of increasing the level of sensitivity of teachers to the question of equality.

As of 1987, the School of Public Administration of the Ministry to the Prime Minister will be including a course in equality in its curriculum. The School course lasts two years and graduates enter the diplomatic corps or occupy senior positions in the civil service.

Violence against women, whether in the family or society more generally, is a serious problem in Greece. For that reason a reception unit and refuge for women who are the victims of violence will be opening in early 1987 in an effort to deal with the problem.

Vocational guidance

Until 1981, the State provided school students with no real help in making vocational choices. School vocational guidance was introduced by Law 309/76 but was only implemented in a handful of schools and only in the last year of Junior Secondary.

Since 1983-4 it has been extended to all three years of Junior Secondary school for a four-month period each year, with one hour per week being allotted to it. It has also been introduced into the first two years of General Senior Secondary Schools and the first year of Technical/Vocational Senior Secondary schools. It is taught by secondary school teachers who have receive special training in 10-day seminars organised in 1982-3 by the Ministry of Education.

The Ministry felt, however, that ten days of training were insufficient and so further 5-month courses were organised in Athens to meet demand from teachers who saw a need for a deeper approach to the subject. A total of 92 teachers from provincial schools completed the first seminar (September 1983-January 1984) and 112 teachers from schools in the Greater Athens area attended the second. Four of these seminars were held between January 1984 and June 1986, and were attended by a total of 349 teachers, of whom 179 were women. The participation of women rose from 30% in the first seminar to 50% in the second, since women are frequently less willing to participate in such activities when they involve moving to different areas.

In 1982-83 13 teachers were sent to France for specialised training, 15 were sent to the UK in 1983-4 and 17 more in 1984-5. All these experts will be used at the regional level to ensure the better co-ordination of activities and the successful implementation of vocational guidance in Junior and Senior Secondary schools nationwide.

The vocational guidance course forms part of the curriculum, with a specific content drawn up by a working party of the Centre for Studies in Education and Further Training of the Ministry of Education.

Adult Education

The Adult Education curriculum has been redesigned and now contains a social and educational dimension in addition to the acquisition of vocational knowledge and skills.

Courses previously attended almost exclusively by women (sewing and tailoring, typing, foreign languages) have now extended to include social content (parent-child relationships, the equality of the sexes, co-operatives and labour affairs, cultural courses).

The proportion of women attending all courses - ranging from handicrafts to the use of agricultural machinery - is high: 94,213 or 67.5% for the first semester of 1984 as

opposd to 46,373 men, 32.5%. The number of women in engineering, electronics and agricultural machinery classes has risen significantly.

Four regional seminars for women instructors have been held.

In 1984, a total of 166 courses on subjects directly related to women's affairs were held and were attended by 3,000 people, of whom 12.1% were men and 87.9% women.

Individual events such as film shows and discussions were attended by 12,000 people, 75% of them women.

Local seminars on the affairs of women are now a feature of life in Hellas, and self-education groups consisting mainly of women and acting as think tanks for the women's movement are held all over the country.

There are Adult Education programmes to eliminate illiteracy, and courses have attracted considerable numbers of women. Although the 1981 census showed that illiteracy is falling, it remains a serious problem, especially in rural areas. The situation is, of course, worse for women, who account for 79.7% of all the functionally illiterate over the age of 10. The total number of illiterate females is 562,435, 13.3% of a total female population of 4,219,436 aged 10 years and over, while the equivalent figure for functionally illiterate men is 3.6% (143,266 out of 3,995,605).

What has obviously occurred here is that for socio-economic reasons parents did not normally send female children to school, thus depriving them of any chance of entering the labour market with some form of vocational training. The percentage of illiterate women who work is, however, almost four times than for illiterate men. It should also be noted that the percentages of men and women who dropped out of primary school are more or less equal.

| Total population of rural areas aged 10 years + | Totally illiterate | % | Functionally illiterate | % | Total % |
|---|---|---|---|---|---|
| 2,514,795 | 362,416 | 14,4 | 540,520 | 21,5 | 35,9 |
| 1,244,828 men | 67,717 | 5,4 | 262,062 | 21,0 | 26,4 |
| 1,269,967 women | 294,699 | 23,2 | 278,456 | 22,0 | 45,2 |

Prospects

The gradual attainment of a state of equality between the sexes will be impossible without the contribution made by the educational system in general.

Orientation of the educational system towards the abolition of discrimination of all kinds, and particularly by sex, and the increased occupational and social mobility opportunities afforded to women are indicative of the quality of the part played by education in the cause of equality. The goals for the years to come can thus be formulated as follows:

- eradication of illiteracy;
- opening of a department of Women's Studies at university level;
- intervention in the mass media, and particularly in children's TV programmes and educational television to get across more equality messages;
- reform of the content of secondary education to include more equality messages in subjects such as environmental studies, new technologies (electronics, computers etc.), history and Modern Greek.
- seminars on equality for teachers at all levels of the system;
- distribution of teachers according to sex so that they take turns teaching all the classes of primary school. Thus the phenomenon of women teachers taking the first classes of primary school and men the higher classes will be avoided;

March 8 to be included in the school curriculum, the theme of the day being the struggles of women;

- expansion and development of the relations between education and work so that the changes in education can go hand in hand with new requirements in the labour market and the development of new technologies, thus allowing women to have equal opportunities in these new projects;
- research projects aimed at tracing the reasons for which which women choose studies leading to traditionally 'female' occupations despite the removal of the formal impediments to entry to studies of all kinds.

Article 11

*1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure on a basis of equality of men and women the same rights, in particular:*
*a) The right to work as an inalienable right of all human beings;*
*b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;*
*c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;*
*d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;*
*e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;*
*f) The right to protection of health and to safety in working conditions, including the safeguarding of the right to reproduction.*
*2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:*
*a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;*
*b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;*
*c) To encourage the provision of the necessary supporting social services to enable parents to combine family*

*obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;*
*d) To provide special protection for women during pregnancy in types of work proved to be harmful to them.*
*3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.*

The Socialist Government of Hellas today has made considerable efforts to eliminate all forms of discrimination at all levels of political, social and economic life and in particular to bring about equality of opportunity and treatment between men and women in employment and occupation. Special attention has been paid to vocational guidance, vocational training, access to employment, remuneration and the remaining terms and conditions of work.

This policy has been expressed in statutory changes and other measures and above all by means of positive action programmes such as those for vocational guidance and vocational training. Conferences have been held and information provided in the form of publications.

More details follow.

## A. The existing legal situation

### a. Constitutional provisions

The 1975 Constititution was the first to contain provisions specifically relating to the equality of the sexes. These provisions are contained in Article 4, para. 2 and Article 22, para. 1, sub-para. b.

Article 4, para. 2, lays down that the sexes shall be equal: *"Men and women in Hellas have the same rights and obligations"*. This provision constitutes a more specific

stipulation of the more general rule of the equality of citizens which has existed in all the Constitutions of Hellas (*"All citizens of Hellas are equal before the law"*) and which is contained in Article 4, para. 1 of the 1975 Constitution.

The rule of the equality of the sexes governs all the individual and social rights established by the Constitution; for example, the individual right of the free development of personality (Article 5, para. 1), the social right to work (Article 22, para. 1, sub-para. a) and to vocational education and training (Article 16, para. 7).

Also related to Article 4, para. 2 are the provisions of Article 116, paras 1 and 2, under which:

Article 116 para. 1: *"Existing provisions which conflict with Article 4, para. 2 shall continue in force until repealed by law and until December 31 1982 at the latest"*. This provision thus grants a transitional period of seven years for the amendment of provisions in force prior to the Constitution and which are contrary to the rule of the equality of the sexes, while all provisions enacted subsequent to the Constitution must be in agreement with Article 4, para. 2, being otherwise invalid and anticonstitutional.

Article 116, para. 2: *"Deviations from the definitions of Article 4, para. 2 shall be permitted only for grave reasons in the cases specially laid down by law"*.

As became clear during the debate in the Review Parliament and as judged by the Council of State (decision no. 3217/77), Article 116 para. 2 is to be interpreted narrowly and restrictively. Deviations are permitted only in cases which are exceptional and restricted in extent and content, when specifically provided for by particular provisions of law and justified either by a need for greater protection of women (protection of maternity, health, the family or children) or on purely 'biological' grounds.

Article 22 para. 1 sub-para. a of the Constitution determines that *"Work constitutes a right and is protected by the State, which shall create conditions of employment for all citizens and shall concern itself with the material and moral elevation of the working urban and rural population"*.

Article 22, para. 2 sub-para. b of the Constitution directs equal remuneration: *"All working people, regardless of sex or other discrimination, have the right to equal remuneration for work of equal value"*.

Relevant here too is the provision of Article 116, para. 3 of the Constitution, which lays down that *"Ministerial decisions and the provisions of collective labour agreements or arbitration decisions regulating remuneration for work provided which are contrary to the provisions of Article 22, para. 1 shall continue in force until repealed, which shall take place within three years, at the latest, from the entry into force of the Constitution"*.

This interim provision applies to all provisions in force prior to the Constitution and does not suspend the force and implementation of the rule of equality of pay of Article 21, para. 1 sub-para. b.

In any case, para. 2 of Article 116, which permits "deviations", applies only to Article 4 para. 2 and not to Article 22, para. 1, sub-para. b.

B. <u>International Labour Convention 100</u>

International Labour Convention no. 100 "Concerning the equality of remuneration between men and women workers for work of equal value", which was ratified by Law 45/1975 and entered force in Hellas on 6.7.1975, constitutes part of Labour Law and indeed has force "over all contrary provisions of law" (under Article 28, para. 1 of the Constitution).

Article 2 of this Convention lays down that each state party is under the obligation to secure the implementation

of the principle of equal remuneration for all working people to both men and women for work of equal value.

The term "remuneration" is taken to include wages or salaries and all additional benefits paid directly or indirectly by the employer to the working person, in money or in kind, in exchange for the work provided.

C. European Community Law

With the accession of Hellas to the European Economic Community (1.1.1981) all the Community regulations concerning the equality of the sexes in labour relations constitute a part of the Labour Law of Hellas and have force over national laws in accordance with Article 28, para. 1 of the Constitution and the provisions of the treaty of accession of Hellas to the EEC. These regulations are as follows:

a. From primary Community Law, Article 119 of the Treaty of Rome, which refers to equal remuneration for men and women for work of equal value.

b. From secondary Community Law, directives nos. EEC/75/117 and EEC/76/207. The former of these was designed to promote in practice the realisation of the principle of equality in labour relations through the convergence of national legislations and lays down that "equal remuneration shall be paid for equal work provided". The latter dealt with the problem of the equal treatment of the two sexes throughout the whole network of labour relations. It provides for the elimination of all forms of discrimination by sex in access to employment, vocational training and education, promotion, terms and conditions of labour and dismissal. It applies to all branches of economic activity and all levels of occupational hierarchy.

The abdve directives introduce for the member-states an obligation to take the necessary legislative measures to secure:

- equal pay and treatment for working people;

- protection of working people against dismissal as a reaction on the part of the employer to a claim by them for equality in labour relations;

- information of working people concerning their rights stemming from the principle of equality in the labour sector.

D. Laws, Decrees etc.

Since human labour is the foundation of economic development, which is a primary requirement and also a right of mankind protected by the Constitution and since employment policy should be aimed at securing employment for all citizens and ensuring that employment is devoted to the principles of social justice, Hellas has ratified, by Law 1423/1984, International Labour Convention no. 122 "concerning employment policy".

The ratification of this Convention was intended to stress that the aims of employment policy should be economic development, the elevation of the standard of living and the resolution of the problem of unemployment and under-employment.

This policy should also tend to secure productivity and free choice of work for all individuals and to create the conditions necessary for suitable work regardless of sex.

Law 1424/1984 ratified the International Labour Convention "concerning discrimination in employment and occupations". With the ratification of this Convention the constitutionally protected principle of the equal treatment of all the citizens of Hellas took on meaningful expression and became specific, given that its provisions refer in detail to the elimination of all discrimination, exclusion or preference based on sex in the sector of labour and in particular in vocational guidance, vocational training, access to work and conditions of work.

Law 1414 passed by the Parliament of Hellas in 1984 aims to give specific content to the provision of the Constitution ordering equality between the sexes in labour relations by providing the means necessary for its implementation and also by adapting national legislation to the content of EEC directives and the international Conventions to which Hellas is a party.

More specifically, Law 1414/84 safeguards the equality of treatment of the two sexes in vocational guidance and in all forms of vocational education and training, and provides those concerned with opportunities dependent solely upon their individual abilities and not upon sex (Article 2). This equality is also safeguarded in the acquisition and award of certificates of education and other benefits.

Article 3 of the law secures equality of access to employment in all branches of economic activity and throughout the occupational hierarchy. Invitations to those concerned to apply to fill vacant positions, in whatever form and by whatever means issued, may under no circumstances even indirectly refer to the sex or family circumstances of the applicants (paras. 1 and 2).

Pregnant women are protected against any refusal to employ them on the part of an employer. Equality of remuneration for men and women is protected: Article 4 determines that "Men and women are entitled to equal pay for equal work" and defines the term "remuneration". The law also provides for the application of the same criteria to men and women in the event of the existence of a system for the classification of occupations: "Classification of occupations for the purpose of determining remuneration must be based on criteria which are the same for working men and women and must be applied without distinction as to sex". Clarification is provided to the effect that the recipients of benefits are the family in the case of marriage allowances and the children in the case of children's allowances.

Since the amendment of provisions of family law and the establishment of equality between men and women in this area marriage and children's allowances introduced for the first time or adjusted are to be paid to each working spouse or parent irrespective of sex (Article 4, para. 5).

Article 5 of the law forbids discrimination by sex in regard to the terms and conditions of labour and the career structure and promotion of working people, and imposes an obligation for overtime work and employment on Sundays and public holidays to be provided on the same terms and conditions for both sexes. The law prohibits termination of a labour relationship when this takes place either on grounds of discrimination between the sexes or as a reaction on the part of the employer to acts of working people aimed at eliminating such discrimination (Article 6).

The supply of information to working people concerning the content of the law in question and the measures being taken to secure the equality of the sexes in labour relations in also guaranteed (Article 7). This right to information applies both to individual working people and to their union organisations, and employers are obliged to facilitate unions in this provision of information. The same purpose is served by the obligation placed upon the services of the Ministry of Labour to provide all information requested of them concerning the equality of the sexes.

The law set up sex equality departments in both the Directorate of Conditions of Labour of the Ministry's headquarters and the Supreme Labour Council operating within the Ministry. These departments are responsible for collecting data, providing information, drafting Bills and monitoring the implementation of provisions concerning the equality of the sexes in the area of labour relations (Articles 8 and 9).

Perhaps the most important point about this law, however, is its provision for the imposition of sanctions in

cases of infringement of its provisions (Article 12). Any employer who violates the provisions of the law is liable to a fine imposed by a special act of the Inspector of Labour for the area after on-the-spot investigation and verification of the offence.

Under Law 1264/82, charges against employers may be filed with the Inspector of Labour not only by individual working people but also by the union organisations of which they are members.

In addition, those affected by dismissal or unfair treatment for reasons attributable to their sex may resort to the civil courts in accordance with the provisions of Articles 200 and 288 of the Civil Code. Under Law 1264/82 (Article 4) and Article 669 of the Code of Civil Procedures such appeals may also be made by the union organisations to which the working people belong.

In the public sector there is no major discrimination between men and women insofar as occupations and employment are concerned or in vocational guidance, vocational training, access to employment and working conditions. Such discrimination as does exist is contained in the Civil Servants' Code, Articles 19 and 20 of which refer to the appointment of women and to the minimum ages for appointment. Under Article 19, women may only occupy auxiliary posts in the armed forces, the police, the port police, the fire brigade, the forestry rangers, the customs service and the farmland protection service. Under Article 20, the age of 21 is set as the minimum for employment in the public sector for both men and women, and the age of 18 for women in the case of appointment as typists and stenographers.

A committee has, however, been set up to promote the reform of the Civil Servants' Code with the aim of eliminating all forms of discrimination between employees in the public sector and the implementation of the principle of equality of the sexes. A bill has already been drafted to

extend the force of Law 1414/84, already applied to the private sector, to working people in the public sector, and establish there the principle of the equality of the sexes in labour relations.

Another bill has been drafted to facilitate working people in the public sector with family commitments (in extension of Law 1483/84 concerning parental leave).

Turning to the sector of social security and the right to pensions, unemployment benefit, sick pay, disability allowances and care in old age, the first point to make is that the responsibility, in principle, for the social security of working people belongs to the State and is safeguarded by Article 21 para. 3 and Article 22 para. 4 of the Constitution, which run as follows:

Article 21, para. 3: *"The State shall care for the health of its citizens and shall take special measures to protect the young, the old and the disabled and to relieve the destitute"*.

Article 22, para. 4: *"The State shall be responsible for the social security of working people"*.

The social security sector could be divided into two distinct areas: social security in the public sector and social security in the private sector.

There are no significant distinctions in the public sector between the rights of men and women to direct pension benefits, sick pay, etc.

Two main forms of discrimination could be mentioned:

a) the right of women to receive pensions after 15 years of service in the Civil Service on condition that they are married, widowed or divorced with underage children;

b) the right of widows of civil servants to receive their husbands' pensions; this right does not apply to widowers of civil servants.

In the private sector, however, there are considerable differences and distinctions between men and women in regard

to the right to social security. These differences are to some extent explained by the vast number of social security funds (some 350) and concern not benefit rights but minimum pension ages.

There is, for example, a distinction as regards pension age for those insured with the Social Security Foundation (IKA). Women may receive a pension at age 60 and men at 65, and women with underage children are entitled to a pension at 55. Women working in hard and unhealthy occupations may receive a pension at 50, while men are not entitled until the age of 55.

The Government is pushing ahead with a Bill concerning equality in social security which will eliminate the existing discrimination in the sector of social security.

Steps have already been taken in this direction with the passage of laws through Parliament and with positive action programmes. Law 1287/83, for instance, introduced a complete and independent pension for women farmers.

Law 1346/83 "concerning the amendment and supplementation of labour legislation and the settlement of various matters" introduced four weeks' paid annual holiday for all working people. The additional paid leave available to working students of all levels of the educational system was more than doubled, from 6 days per year to 14. The same law, in an attempt to deal with unemployment and promote vocational training, authorised the Workforce Employment Agency to subsidise employers prepared to undertake the practical training of students in the Apprenticeship Units for a sum equal to up to 50% of the standard day-wage of an unskilled worker as this may be at any time.

Law 1545/85 introduced a national system for protection against unemployment.

In order to abolish the discrimination against women as a result of marriage or maternity and in order to safeguard their real right to work, to the protection of their health and to safe working conditions, including the function of

reproduction, a number of legislative measures have been taken to bring the legislation of Hellas into line with the principle of the equality of the sexes.

The legislative arrangements in force are, in detail, as folllows:

- National legislation provides for restrictions on the labour of pregnant women and women with infants, and there are certain restrictions on the labour of all women.

These protective provisions are chiefly those of Law 4029 of 1912 "concerning the work of women and minors" and of the Decrees issued in its implementation. These special restrictions can be classed in two categories.

a. The ban on the employment of women, irrespective of age, in occupations in which certain types of machinery are used and which involve the cleaning or operation of engines, steam jets in factories, machine operation, the cleaning and packing of currants and wood processing machinery, etc.

b. The ban on the employment of women in certain dangerous industrial occupations at an age of under 18 years, while for men this ban applies to youths under 16.

Law 1414/84 (Article 11) has now modified these arrangements, providing for rules to apply to both sexes and safeguarding the principle that the ability to carry out a skilled task is to be judged on objective criteria for each working person irrespective of sex. The same law also amended the age of entry to employment and introduced an arrangement common to both sexes. This unified arrangement is in accordance with the Constitution (Article 21, paras. 1 and 3, the protection of children and young people) and with International Labour Convention no. 138, ratified by Law 1182/81.

Over and above these categories of 'protective' measure, however, other special restrictions on the work of women are contained in the provisions of International Labour Conventions ratified by law and with force, under Article 28 of the Constitution, over other legislation.

These Conventions are as follows:

- International Labour Convention no. 45/37 (Emergency Law 30/1955), which forbids the employment of women in underground mining work. Women in managerial posts, women who work in health and social services, women undergoing practical training in the underground parts of mines and women working temporarily in non-manual jobs in the underground sections of mines are not covered by this Convention.

- International Labour Convention no. 89/51 (Emergency Law 30/1955), which forbids the employment of women on night shifts in factories with the exception of those which are family enterprises. Women in managerial positions or involved in non-manual work for health services are not covered by this Convention.

All the above prohibitions are related to the protection of mental and physical health, nervous balance and the normal functioning of reproduction.

The question of the abolition or otherwise of these protective provisions is under international discussion within the ILO and the EEC. Hellas is bound by the above International Conventions and will be unable to abrogate them in the near future (ILC no. 45 cannot be repealed until 1987 and no. 89 not until 1991) and so the prohibitions will continue in force.

Law 1302/1982, ratifying International Convention 103/1952 on the protection of maternity, made good a number of gaps in national legislation on the subject. The main contribution of this Convention is its application to a wider circle of persons than that provided for by the Washington Convention of 1919, ratified by Law 2274/20 and

taken in conjunction with Law 4039/1912 "concerning the work of women and minors". The law ratifying Convention 103/1952 provides for application of its provisions to all women employed in industrial enterprises, in non-industrial work and in farming and to women working at home for wages. This law thus protects more categories of women during the childbirth and post-natal period than was the case with the previous law.

Article 3 of Convention 103/1952 (Law 1302/82) deals with the question of maternity leave, which is fixed at six weeks prior to the anticipated date of birth and six weeks afterward. This leave is now safeguarded by law and in fact there are numerous provisions in law in Hellas fixing still more favourable periods of leave, as is the case in the public sector, where by Article 105 of Legislative Decree 611/1975 working women are granted eight weeks prior to birth and eight weeks after.

Article 5 of the law introduces legislative safeguards for the payment to women of their salaries throughout the maternity leave and post-natal leave periods.

Women working in the private sector are paid by their social security fund and by their employers, with a top-up payment from the Workforce Employment Agency (Presidential Decree 776/77), while women working in the public sector receive their salaries from the State during maternity leave (Presidential Decree 611/77).

In the private sector, women are entitled to finish work one hour earlier per day for the first year after the birth of the child, while women in the public sector, the banks and the state-owned enterprises work a special reduced working day (cut by two hours per day for two years and by one hour a day for a further two years).

Law 1539 passed by Parliament in 1985 provides a legislative guarantee of the right of women working in the private sector and insured to receive grants for a period of seven weeks prior to childbirth and seven weeks afterwards

if they choose not to work during this period as maternity leave. Under the previous arrangement the grant period was a total of 12 weeks.

Law 1541/85 introduced a childbirth allowance (covering the period of pregnancy and the post-natal period as well as the birth allowance as such) for women insured on the Farmers' Pension Fund (women farmers).

The prohibition of dismissals on the grounds of pregnancy and the sanctions for breach of the law are laid down by Laws 1414/84 and 1483/84. Under Law 1414/84, Article 3, para. 3, "No employer may refuse to employ a woman on the grounds that she is pregnant". Law 1483/84 (Article 15) is of great importance in that it determines that "It is hereby forbidden for any employer to terminate the labour relationship of a female employee during the course of her pregnancy or for a period of one year after childbirth or, in case of her absence from work due to illness as a result of pregnancy or childbirth, for a longer period, and any termination so made shall be entirely null and void".

Articles 13 and 14 of this law lay down that any period during which a working person is absent due to parental leave, leave caused by the need to care for a sick dependant or leave to visit children's schools is to be deemed a period of real service insofar as the rights stemming from the labour relationship or the mandate to carry out wage labour are concerned, and working people with family commitments may not be dismissed for reasons founded on these commitments.

The tremendous advantage of State encouragement of parents and the provision of the necessary social services to allow them to combine their family commitments with their professional responsibilities and their participation in public life is ensured in Hellas by Law 1483/84 (parental

leave) and with the opening of more and more day care centres.

Law 1483/84 introduced the system of parental leave, issued to working people with a labour relationship under private law or with a mandate to carry out work for a wage in enterprises or holdings and applying to working people of both sexes who have commitments to dependent children.

The law establishes equality between working people with family commitments and those without, since it forbids any discrimination relating to the particular position in which the former find themselves as a result of their commitments to their families and which might impede their entry into employment, their continued employment in their present position and, in general, their career prospects (Article 4).

The time limit set for parental leave is three months for each parent until the child reaches the age of 2½ years. This is a pioneering arrangement by comparison with the legislation in force in other countries, given that it is the first time that an absolutely personal and non-transferrable right to parental leave is created for the father so as to enable him, too, to share in the upbringing of the child. Under the system enforced in Hellas, if either of the parents fails to make use of the leave to which he or she is entitled, this period cannot transferred or added on to the leave to which the other parent is entitled. In cases of divorce or separation, the parental leave is the entitlement of the parent who has custody of the child or children and its duration is increased to six months by the addition of the 3 months falling to the other parent (Article 5). Articles 5 and 6 of the law safeguard the working person's position on his/her return to work and his/her social security rights during the period of absence from work.

The law also deals with one of the most serious problems facing working people with family commitments: that of

caring for their children when sick. Each working person with a dependent child or other family member is entitled, when these dependants fall ill or suffer from chronic sicknesses or disabilities, to leave of six days per year, increasing to eight days for working people protecting two children and ten days for those protecting more than two.

Parents with handicapped children are provided with the facility of a working day reduced by one hour to allow them to devote more time to the special needs of their children, and parents are also granted four working days' leave each calendar year for visits to their childrens' schools (Articles 8 and 9).

The purpose of Article 12 of Law 1483/84 was to lay the foundations for a better approch to the problem of setting up a sufficient number of day care centres, seen as a crucial need for all working people. This article lays down that all industrial firms or holdings employing more than 300 persons are obliged, when constructing their premises, to provide sufficient suitable space for a day care centre to meet the requirements of the employees. This solution will be more convenient for working parents since the time needed to take their children to the day care centre will coincide with their own travelling time to work, while at the same time encouraging a feeling of security conducive to productive work.

The Government is fully aware that if real equality between the sexes in to be brought about it is essential that over and above the statutory changes introduced real benefits should be made, within the limits of the country's economic capacity, and social measures taken to protect maternity, children and the family. In this respect the following steps have already been taken:

- the Ministry of Health and Welfare opened 425 new nursery schools in the period 1982-86 and the National Welfare Organisation set up a further 14 during the same period;

- various State agencies have opened day care centres: the Welfare Foundation (PIKPA) has opened 12, the Day Care Centre Foundation 16 and 121 are planned by the Ministry of Health and Welfare;
- the State nursery schools are now open during the summer months by decision of the Ministry of Health and Welfare to facilitate mothers whose work falls largely at this time of the year, as is the case with women farmers;
- school timetables are being adjusted to normal working hours. On the proposal of the General Secretariat for the Equality of the Sexes, the Ministry of Education has set up a committee to examine this question and is implementing an experimental programme under which 10 schools are operating at times beyond the normal school day. This programme, when gradually extended to the whole country, will help families with small children, and particularly mothers who would like to work or undertake other activities of interest to them.

The problems of unmarried mothers have been of particular concern to the State, which has introduced a series of legislative and other measures to assist them.

The amendment of family law by Law 1329/83 brought the position of unmarried mothers and their children exactly into line with that of married mothers and their children insofar as the rights and obligations of both are concerned. The distinction between 'illegitimate' and 'lawful' children has been abolished, the unmarried mother automatically assumes the parental care of her child, children born "outside marriage" have the same right of inheritance as children born to married parents, etc.

Under Law 1483/84 unmarried mothers are entitled to parental leave of up to 6 months during the period from the end of maternity leave to the child attaining the age of 2½ years.

The Ministry of Health and Welfare grants a childbirth allowance to uninsured working women, and uninsured unmarried mothers are provided with a lump sum grant to meet their immediate needs after childbirth. These mothers also receive a monthly grant until their children reach the age of 16 years. Unmarried mothers receive priority in the granting of housing loans and tax relief on the purchase of a first home. By Law 1473/84, unmarried mothers were granted income tax relief, by a sum increased for each additional child born outside marriage.

Working unmarried mothers receive tax relief on payments made for child-minding until the child reaches the age of 6 years. The subsidies and the 14 weeks of maternity leave established for private sector employees by Law 1539/85 and the maternity allowance introduced for women insured with the Farmers' Pension Fund by Law 1541/85 also apply, of course, to unmarried mothers.

Of particular importance here is the passing by Parliament of Law 1576/85, ratifying International Labour Convention 156/1981 "concerning equality of opportunity and treatment of working people of both sexes: working people with family commitments" and granting it the status of a law of Hellas. This Convention applies to the whole of the economy and to working people of all kinds. It introduces and safeguards the principle of equality of opportunity and treatment for working people of both sexes with family commitments so as to enable them to exercise their right to employment without subjecting them to discrimination and without creating conflict between their professional and family obligations.

Among the aims of the law are:

- to permit working people with family commitments to be in a position to exercise their right of free choice of occupation;

- to have their needs taken into account with regard to terms of employment and social security;

- to promote public or private community services such as those providing child care or family facilities.

All measures taken should permit working people with family commitments to become part of the workforce of the country and remain part of it or re-enter it after an absence due to these commitments.

The right to health protection and safe working conditions was secured by Law 1568/1985 "concerning the health and safety of working people". The provisions of this law are applicable to all firms, holdings and activities in both the private and the public sectors.

It provides for the setting up of health and safety committees within firms employing more than twenty persons. These committees will be responsible for studying working conditions, proposing measures to improve them, monitoring compliance with health and safety measures, proposing suitable measures for the prevention of accidents at work and the prevention and handling of occupational hazard, informing the administration of the firm of details of accidents at work and occupational diseases, informing themselves of the introduction of new methods of production, machinery, etc. which will affect health and safety conditions, etc.

The law provides for the employment of a safety technician and a factory doctor by firms employing more than 50 persons, with responsibility for the supervision of working conditions, the provision of advice and suggestions to the employer, the workers and their representatives concerning measures which ought to be taken, monitoring of the mental and physical health of the employees, etc.

The law also contains a special section on the protection of working people against natural, chemical or biological factors and lays down measures for the protection of employees from such factors. Working people exposed to these factors are to be fully briefed concerning them and

undergo medical checks. Special categories of working people (pregnant women and nursing mothers) are protected in particular, and the law provides for administrative and penal sanctions against employers who infringe it.

E. Positive action programmes

In the area of positive action, the Government's aim is to bring women in Hellas out from the background to the economic development of the country and give them a chance to work with the same rights and obligations in both the public and the private sectors, sharing the same opportunities as men on all the levels of the hierarchy of the organisation of production. It is in this direction that all the above statutory measures and the vocational guidance and positive action programmes promoted by the General Secretariat for the Equality of the Sexes in association with other agencies (the Workforce Employment Agency, the Hellenic Productivity Centre, etc.) are aimed.

The specific positive action programmes initiated are as follows:

1. **Vocational Guidance Programmes** run by the Workforce Employment Agency, the Ministry of Education and the Hellenic Productivity Centre, including the training of women in traditionally 'male' occupations and in new technologies.

2. A Workforce Employment Agency programme undertaken on the proposal of the General Secretariat for the Equality of the Sexes trained **fifty women bus-drivers**, who have already entered service.

3. A Workforce Employment Agency programme for the **subsidising of 10,000 new jobs** for persons over the age of 25, providing increased subsidies for women taken on in the secondary and tertiary sectors, and, more specifically, as follows: for each man taken on by industrial and craft industrial firms, the subsidy is 900 drachmas a day and for each woman 1,000 drachmas; in co-operatives and municipal

enterprises the subsidy is 1,000 and 1,100 drachmas and in the service sector 800 and 900 drachmas. The Ministry of Labour provides all the departments, all over the country, which deal with the placing of women in work with circulars advising them on the implementation of these subsidies.

4. A Ministry of Agriculture training programme for women in **non-agicultural occupations** such as house-painting, plant nurseries, agro-tourism, handicrafts, cottage industries, etc. This programme has so far trained 5,000 women.

5. In the spirit of the co-operative movement which the Government is promoting, the General Secretariat for the Equality of the Sexes, in its efforts to ensure women farmers of economic independence and end the system under which they work without pay and the labour rights of other women, has set up:

a. **agro-tourism co-operatives** in various parts of the country, with parallel activities in the field of the manufacture of pasta, woven goods, sweetmeats, natural dyes, etc. Such co-operatives are active at Petra (Mytilene), Agra and Antissa (Mytilene), Chios, and Ambelakia in Thessaly.

b. **agricultural co-operatives** producing poultry, honey and flowers.

6. In order to deal with unemployment in urban areas, the General Secretariat for the Equality of the Sexes has set up **urban co-operatives** in areas normally thought of as 'female', such as baking and dress-making but also in usually inaccessible sectors such as the technical occupations (electricians, house-painters).

7. In order to make women fully competent to participate in such co-operatives, **training programmes** have been run for their benefit. The courses included purely vocational training and also more general education on matters relating to co-operatives (regulations, economic management, marketing, tourist reception, etc.).

8. Another **training programme** organised by the General Secretariat for the Equality of the Sexes in association with the Workforce Employment Agency was designed to create information and encouragement cells for women who wish to enter the labour market or re-enter it if they have previously left it. For this purpose, staffers trained at the Retravailler Centre in France will in turn train other women and with them will brief women interested in starting or re-starting work on the new conditions in the labour market, supporting their ambition to work or receive vocational training.

9. A training programme for 20 **regional development tourism advisers** organised in association with the National Tourist Organisation.

10. Pilot programmes for the **aligning of school timetables** with ordinary working hours and beyond the end of the normal school day.

11. In association with the Hellenic Productivity Centre, the General Secretariat for the Equality of the Sexes has carried out training programmes for women in **new technology, modern accounting methods**, etc.

12. The General Secretariat for the Equality of the Sexes is conducting a programme designed to train experts to staff **centres for battered wives**.

13. Olympic Airways, with the help of the General Secretariat for the Equality of the Sexes, will shortly be embarking on a pilot positive action programme to **eliminate discrimination** between men and women.

14. The General Secretariat for the Equality of the Sexes has organised **conferences** for the exchange of information and experience and to brief the public on specific problems connected with the equality of the sexes in areas such as education, work etc.

15. Over and above these positive action programmes, the General Secretariat for the Equality of the Sexes is

currently completing a **special positive action programme** for training and work in the public and private sectors.

F. Government mechanisms

1. The office of Special Adviser to the Prime Minister on Women's Affairs was created in 1981.

2. The Council for the Equality of the Sexes was the first Government authority to promote equality, and was founded in April 1983. In August 1985 it was upgraded and renamed the General Secretariat for the Equality of the Sexes. It operates as an independent department under the supervision of the Ministry to the Prime Minister.

The aims of the General Secretariat for the Equality of the Sexes are as follows:

- to promote and effect the legal and real equality of the sexes in all areas of political, economic and social life;
- to propose necessary and suitable measures to be taken by the State, local government and the agencies of society to bring about the equality of the sexes;
- to monitor and control the above measures;
- to set up Prefectural Equality Committees (PEC);
- to set up Prefectural Equality Bureaus.

In July 1983, after a proposal submitted to the Ministry of the Interior by the Council for Equality, Prefectural Equality Committees were set up in all the Prefectures of Hellas. The members of these committees include representatives of local authorities, women's organisations and the Adult Education programme.

The responsibility of the Prefectural Equality Committees is to promote the general goal of equality at a prefectural level, using all suitable means.

The Prefectural Equality Committees co-operate directly with the General Secretariat for the Equality of the Sexes and within the context of this association they have organised Regional Meetings throughout Hellas.

The Prefectural Equality Bureaus operate within the Prefecture building on a daily basis and are designed to help members of the public who have encountered problems of direct or indirect discrimination, as well as informing them about their individual rights and the laws and programmes which the State is promoting to eliminate discrimination on all the levels of political, social and economic life.

Statistical data

Women do not exercise their right to work on the same terms as those available to men as a result of the differing role set for the two sexes by the very structure of social organisation. The conditions in the labour market in relation to the participation of women in the workforce, unemployment, underemployment and remuneration make this only too apparent.

The statistical data which follow are indicative of the above magnitudes and provide evidence for the view stated. These data do not take into account the type of work provided by the overwhelming majority of women 365 days a year - the production of goods or the provision of services in the maintaining of the members of their families and themselves.

The data have been extracted from the national censuses of total population carried out every ten years and from the annual Workforce Surveys, which, until 1980, were conducted only in urban and semi-urban areas (rural area: population under 2,000, semi-urban: 2,000-10,000, urban: 10,000 +).

According to the results of the 1971 and 1981 censuses, the size of the female workforce of the entire country rose slightly, by 5.9%, while the share held by women in the total workforce fell from 28.0% iin 1971 to 27.1% in 1981 (see Table 11.1).

Table 11.1
Economically active population by sex

| Year | Total Population | % | Women Population | % | Men Population | % |
|---|---|---|---|---|---|---|
| 1971 | 3,234,996 | 100 | 905,408 | 28,0 | 2,329,588 | 72,0 |
| 1981 | 3,542,787 | 100 | 959,215 | 27,1 | 2,584,582 | 72,9 |

Source: National Statistical Service, censuses for 1971, 1981.

This drop was exclusively the result of a fall in the female workforce in rural areas. In the preiod 1971-81 the

number of women employed in rural areas fell by 120,828, a proportion of 26.8%, while the number of men employed in the same areas fell by 3,188 or 0.4% (see Table 11.2). The vast majority of women in these areas are employed in farming (see Table 11.3).

Table 11.2
Economically active population
in rural areas, by sex

| Year | Total Population | % | Women Population | % | Men Population | % |
|---|---|---|---|---|---|---|
| 1971 | 1,325,868 | 100 | 451,664 | 34,1 | 874,204 | 65 % |
| 1981 | 1,201,852 | 100 | 330,836 | 27,5 | 871,016 | 72,5 |

Source: National Statistical Service, censuses for 1971, 1981.

Table 11.3
Women employed by groups of branches
of economic activity - degree of urbanisation

| | Regions* 1 | | 2 | | 3 | | 4 | | 5 | | 6 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 |
| Agriculture, stock-breeding, forestry, hunting, fishing | 5,5 | 2,4 | 0,5 | 0,2 | - | 0,4 | - | 7,7 | 61,4 | 39,0 | 89,2 | 76,6 |
| Mining | 0,1 | 0,1 | 0,1 | 0,1 | - | 0,1 | - | 0,1 | 0,3 | 0,2 | 0,2 | 0,3 |
| Industry | 32,2 | 27,1 | 32,4 | 26,1 | - | 35,0 | - | 25,4 | 14,5 | 17,6 | 4,4 | 8,2 |
| Electricity, Gas, Water | 0,7 | 0,6 | 0,9 | 0,8 | - | 0,2 | - | 0,5 | 0,1 | 0,2 | 0,0 | 0,1 |
| Public works construction | 0,3 | 0,5 | 0,2 | 0,5 | - | 0,4 | - | 0,5 | 0,2 | 0,2 | 0,1 | 0,1 |
| Trade, restaurants, hotels | 16,6 | 17,6 | 16,6 | 17,6 | - | 17,0 | - | 18,0 | 7,6 | 13,6 | 2,3 | 5,1 |
| Transport, communications | 3,2 | 4,2 | 3,7 | 5,4 | - | 2,1 | - | 2,9 | 0,9 | 1,9 | 0,1 | 0,4 |
| Banks, insurance | 5,4 | 7,7 | 6,7 | 9,1 | - | 6,4 | - | 5,3 | 1,1 | 3,4 | 0,1 | 0,8 |
| Services | 26,8 | 36,7 | 27,5 | 37,1 | - | 33,6 | - | 36,0 | 11,9 | 19,7 | 2,9 | 6,5 |

* (see following page)

* Regions are defined as follows:
1: Urban
2: Athens area
3: Thessaloniki area
4: Other urban
5: Semi-urban
6: Rural
Any discrepancies in totals are the result of failure to state economic activity
Source: National Statistical Service, censuses for 1971, 1981.

In 1971, 49.9% of women worked in rural areas and 50.1% in urban areas. In 1985, only 34.7% of women worked in rural areas, the remainder (65.3%) working in urban areas (unpublished data from the 1985 Workforce Survey). The corresponding proportions for men were 37.5% in 1971 and 31.3% in 1985. The reduction in male employment in rural areas over the last 15 years is thus 6.2% and in female employment 15.2%.

In urban and semi-urban areas, on the other hand, the female work force almost doubled during the period 1975-85. The number of economically active women rose by 91.9%, as against a rise of 21.9% in the male work force (Workforce Surveys 1975, 1985).

The phenomenon of a variation in the course of development of the female workforce by region compels us to divide our examination of it into an analysis of the female workforce in urban and semi-urban areas in this section and in rural areas in Article 14.

The total workforce of the country, by region, for 1985 is shown in Table 11.4 and 11.5.

Table 11.4
Workforce and percentage distribution by sex

| | Total workforce | | | | | | Unemployed | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | Total | % | Women | % | Men | % | Total | % | Women | % | Men | % |
| 1985 | 3,892,457 | 100 | 1,374,501 | 35.4 | 2,512,956 | 64.6 | 303,940 | 100 | 162,022 | 53.3 | 141,918 | 46.7 |

Source: National Statistical Service Workforce Survey 1985 (unpublished)

Table 11.5
Employed persons by economic activity, occupational position and sex (totals)

| Econ. Activity | Sex | Total | | Employers | % | Self-employed | % | Wage-earners | % | Unpaid family members |
|---|---|---|---|---|---|---|---|---|---|---|
| GRAND TOTAL | M. | 2,371,040 | | 163,724 | 6,9 | 882,531 | 37,2 | 1,210,116 | 51,0 | 114,669 |
| | F. | 1,217,474 | | 16,556 | 1,4 | 227,292 | 18,7 | 559,783 | 46,0 | 413,841 |
| | | | % | | | | | | | |
| Farming, stock-breeding, fishing etc. | M. | 576,068 | 24,3 | 20,372 | | 446,954 | | 27,389 | | 81,351 |
| | F. | 460,853 | 37,9 | 3,883 | | 125,706 | | 14,308 | | 316,956 |
| Mining | M. | 26,843 | 1,1 | 408 | | 545 | | 25,890 | | - |
| | F. | 2,044 | 0,2 | - | | - | | 2,044 | | - |
| Industry, craft industry | M. | 485,041 | 20,5 | 53,893 | | 99,202 | | 322,748 | | 9,198 |
| | F. | 193,703 | 15,9 | 2,657 | | 19,622 | | 147,917 | | 23,506 |
| Electricity, gas, water | M. | 27,934 | 1,2 | 136 | | - | | 27,798 | | - |
| | F. | 3,679 | 0,3 | - | | - | | 3,679 | | - |
| Public works construction | M. | 240,374 | 10,1 | 23,029 | | 45,513 | | 168,425 | | 3,407 |
| | F. | 2,247 | 0,2 | 204 | | 204 | | 1,567 | | 272 |
| Hotels, restaurants, trade | M. | 364,717 | 15,4 | 43,537 | | 178,782 | | 124,684 | | 17,714 |
| | F. | 206,239 | 16,9 | 5,314 | | 54,574 | | 80,397 | | 65,953 |
| Transport, storage, communications | M. | 225,384 | 9,5 | 5,587 | | 55,120 | | 162,294 | | 17,714 |
| | F. | 24,117 | 2,0 | 204 | | 408 | | 22,824 | | 681 |
| Banks, insurance | M. | 83,462 | 3,5 | 10,492 | | 27,458 | | 45,377 | | 136 |
| | F. | 49,124 | 4,0 | 1,635 | | 7,358 | | 37,950 | | 2,180 |
| Other services | M. | 340,871 | 14,4 | 6,200 | | 28,956 | | 305,238 | | 477 |
| | F. | 275,053 | 22,6 | 2,657 | | 19,418 | | 248,686 | | 4,292 |
| Not stated | M. | 341 | 0,0 | 68 | | - | | 273 | | - |
| | F. | 408 | 0,0 | - | | - | | 408 | | - |

Partipation in the workforce in urban and semi-urban areas.

During the last five years (1981-5), women have formed more than 50% of the new workforce in urban and semi-urban areas. In these areas, the increase in the female work force over the last decade has been of the order of 91.9%, as opposed to to 21.9% for men. Despite this increase,

however, the share of women in the workforce remains at only 33.7% (see Table 11.6).

Table 11.6
Workforce over 14 yrs by sex
and female participation in urban and
semi-urban areas, 1975-85

| Year | Workforce | Men | Women | Percentage women |
|---|---|---|---|---|
| 1975 | 1,932,449 | 1,454,134 | 469,315 | 24.4 |
| 1976 | 1,928,350 | 1,466,967 | 481,367 | 25.0 |
| 1977 | 1,983,100 | 1,485,867 | 497,235 | 25.1 |
| 1978 | 2,028,967 | 1,502,033 | 526,933 | 26.3 |
| 1979 | 2,080,199 | 1,533,567 | 546,632 | 26.3 |
| 1980 | 2,274,250 | 1,860,275 | 613,975 | 27.0 |
| 1981 | 2,410,000 | 1,725,200 | 694,800 | 28.8 |
| 1982 | 2,507,800 | 1,769,000 | 738,800 | 29.5 |
| 1983 | 2,577,800 | 1,748,500 | 829,300 | 32.2 |
| 1984 | 2,603,400 | 1,750,300 | 853,100 | 32.8 |
| 1985 | 2,632,461 | 1,771,939 | 900,522 | 33.7 |

Source: National Statistical Service, Workforce Surveys 1975-85.

Among the female population, 31 out of every 100 work today, as opposed to 20.1 in 1975. For men, the corresponding figure is 69.1, and it has remained steady over the last 10 years (see Table 11.7).

Table 11.7
Percentage distribution of population aged
15 years and over by sex and proportion of participation
in work per 100 members of the same sex
(urban and semi-urban areas)

| Year | Population | % Men | % Women | Working men per 100 | Working women per 100 |
|---|---|---|---|---|---|
| 1975 | 4,363,616 | 46.8 | 53.2 | 71.0 | 20.1 |
| 1976 | 4,392,233 | 46.7 | 53.3 | 70.3 | 20.5 |
| 1977 | | | | | |
| 1978 | 4,553,000 | 47.0 | 53.0 | 70.0 | 21.8 |
| 1979 | 4,664,648 | 47.0 | 53.0 | 69.9 | 22.1 |
| 1980 | 5,015,650 | 46.9 | 53.1 | 70.5 | 23.0 |
| 1981 | 5,190,800 | 46.9 | 53.1 | 70.8 | 25.1 |
| 1982 | 5,265,600 | 47.2 | 52.8 | 71.0 | 26.5 |
| 1983 | 5,219,000 | 47.0 | 53.0 | 71.1 | 29.8 |
| 1984 | 5,255,000 | 47.0 | 53.0 | 70.9 | 30.5 |
| 1985 | 5,457,818 | 46.9 | 53.1 | 69.1 | 31.0 |

Source: National Statistical Service, Labour Surveys 1975-85.

Over the same period there has been a rise in the participation in work of women of all age groups with the exception of the 14-year age group. The largest rise - 20.9% - came in the 25-29 age group, which from 31.9% in 1975 rose to 52.8% in 1985. An equally significant increase was observed in the 30-44 year age group (20.0%), with a rise of 13,4% in the 20-24 group (see Table 11.8).

Table 11.8
Percentage of working members of each age-group by sex in urban and semi-urban areas

| Age group | Women | | | | Men | |
|---|---|---|---|---|---|---|
| | 1975 | 1980 | 1984 | 1985 | 1975 | 1985 |
| 14 | 5,7 | 3,3 | 3,5 | 3,8 | 8,3 | 5,9 |
| 15-19 | 17,7 | 16,2 | 20,2 | 18,9 | 29,6 | 17,0 |
| 20-24 | 35,8 | 36,4 | 48,4 | 49,2 | 54,8 | 68,8 |
| 25-29 | 31,9 | 37,2 | 50,7 | 52,8 | 92,4 | 94,2 |
| 30-44 | 25,5 | 31,2 | 43,7 | 45,5 | 96,8 | 97,1 |
| 45-64 | 15,9 | 19,8 | 24,1 | 24,7 | 82,2 | 77,0 |
| 65 + | 1,5 | 1,7 | 1,8 | 1,8 | 14,4 | 9,0 |

Source: National Statistical Service, Workforce Surveys 1975, 1980, 1984, 1985.

In 1980 the average age of marriage for women was 20.6 years and the average age of motherhood was 25.1 years. The above figures make it plain that women are entering the workforce on a more and more permanent basis, and that their participation is not affected by their marital status of the existence of children.

In 1985, 63.1% of working women were married and 36.9% unmarried, divorced or widowed (National Statistical Service Workforce Survey 1985, unpublished data).

Another factor relating to the employment of women is their level of education. In 1985, 79.7% of women university graduates were members of the workforce, as were 45.1% of graduates of secondary school graduates, 35.0% of primary school graduates and 17.5% of women who never attended school at all (National Statistical Service Workforce Survey 1985, unpublished data).

Unemployment

Over the last ten years, women have been harder hit by unemployment than have men. Since 1983 women have accounted for more than 50% of the total number of unemployed, rising to 54.4% in 1985 although their share of the workforce was only 33.7% (see Table 11.9).

Table 11.9
Rate of unemployment, percentages of unemployed men and women and proprtion of women in the workforce

| Year | Total Unemployed | % Unemployed | % Women unemployed | % Women in workforce |
|---|---|---|---|---|
| 1975 | 49,966 | 2,6 | 26,3 | 24,4 |
| 1976 | 38,067 | 2,0 | 34,6 | 25,0 |
| 1977 | 30,950 | 1,6 | 44,0 | 25,1 |
| 1978 | 35,500 | 1,7 | 43,4 | 26,0 |
| 1979 | 37,850 | 1,8 | 46,5 | 26,3 |
| 1980 | 63,525 | 2,8 | 44,8 | 27,0 |
| 1981 | 133,800 | 5,6 | 45,8 | 28,8 |
| 1982 | 178,900 | 7,1 | 45,2 | 29,5 |
| 1983 | 262,400 | 10,2 | 52,0 | 32,2 |
| 1984 | 275,000 | 10,6 | 52,4 | 32,8 |
| 1985 | 271,442 | 10,2 | 52,4 | 33,7 |

Source: National Statistical Service Workforce Surveys, 1975-85

Unemployment among women has since 1977 been double that of men. In 1985, 16.4 our of every 100 hundred economically active women were unemployment, while the proportion for men was 7 per 100 (see Table 11.10).

Table 11,10
No, of unemployed by sex and percentage unemployed within same sex

| Year | Women | | | Men | | |
|---|---|---|---|---|---|---|
| | Workforce | Unemployed | % | Workforce | Unemployed | % |
| 1975 | 469,315 | 13,141 | 2,8 | 1,454,134 | 36,825 | 2,5 |
| 1980 | 613,975 | 28,454 | 4,6 | 1,660,275 | 35,066 | 2,1 |
| 1984 | 853,100 | 143,000 | 16,8 | 1,750,300 | 132,000 | 7,5 |
| 1985 | 900,522 | 147,664 | 16,4 | 1,771,934 | 123,778 | 7,0 |

Source: National Statistical Service Workforce Surveys 1975, 1980, 1984, 1985 (unpublished data).

The age group hit most by unemployment among young people is the 20-29 year group for both sexes. In 1985, the unemployed women in this age-group accounted for about half all unemplyed women (47.1%). Among men, those in the 20-29 age group account for 39.0% of all unemployed men (National Statistical Service Workforce Survey 1985, unpublished data).

Unmarried, divorced and widowed women, too, are more seriously affected by unemployment than married women: 23.6% of unmarried women are unemployed, as against 12.2% of married women.

Among the long-term unemployed (those who have been out of work for longer than 12 months) 65% are women and 35% are men (National Statistical Service Workforce Survey 1984).

Underemployment

The phenomenon uf underemployment is one which, proportionally, affects women more than men. In 1975 15.9% of women employed were underemployed, a proportion which had risen to 31.5% by 1984. For men the figures were 8.2% in 1975 and 19.8% in 1984 (Table 11.11). In absolute figures the number of underemployed women is approaching that for men: approximately 268,700 as against 301,000. In 1975 the corresponding magnitudes were 74,600 women and 119,200 men.

Table 11.11
Working hours per week by sex,
percentage participation in each group

| Year | Sex | Total | 0 | 1-19 | 20-34 | 35+ |
|---|---|---|---|---|---|---|
| 1975 | M. | 100 | 2,2 | 1,0 | 5,0 | 91,8 |
| | F. | 100 | 3,6 | 2,6 | 9,7 | 84,1 |
| 1979 | M. | 100 | 3,0 | 0,9 | 5,5 | 90,6 |
| | F. | 100 | 4,7 | 2,5 | 12,0 | 80,8 |
| 1982 | M | 100 | 3,8 | 3,6 | 12,0 | 80,6 |
| | F. | 100 | 6,2 | 6,4 | 18,3 | 69,1 |
| 1983 | M. | 100 | 2,8 | 3,3 | 11,1 | 82,8 |
| | F. | 100 | 4,3 | 7,1 | 17,4 | 71,2 |
| 1984 | M. | 100 | 2,6 | 3,7 | 13,5 | 80,2 |
| | F. | 100 | 4,8 | 7,4 | 19,3 | 68,5 |

Source: National Statistical Service Workforce Surveys 1975,1979,1982-4

Economic activity in urban and semi-urban areas

In 1985, 65.7% of working women were employed in the service sector, 22.9% in manufacturing and 11.3% in agriculture and mining (0.1%). The corresponding proportions for men were 53.4% in services, 37.7% in manufacturing and 8.9% in agriculture and mining (see Table 11.12).

Table 11.12
Persons employed by category of activity and sex (1985)

| Category of economic activity | Total | Women Population | % | Men Population | % |
|---|---|---|---|---|---|
| GRAND TOTAL | 2,401,017 | 752,736 | 100 | 1,648,281 | 100 |
| Farming, stock-breeding, forestry, hunting, fishing | 215,778 | 84,552 | 11.2 | 131,225 | 8.0 |
| Mining | 16,284 | 1,090 | 0.1 | 15,184 | 0.9 |
| Industry, craft industry | 585,262 | 166,654 | 22.1 | 418,611 | 25.4 |
| Electricity, gas, water | 26,571 | 3,406 | 0.5 | 23,165 | 1.4 |
| Public works construction | 181,984 | 1,976 | 0.3 | 180,008 | 10.9 |
| Trade, restaurants, hotels | 468,757 | 163,588 | 21.7 | 305,169 | 18.5 |
| Transport, storage, communications | 213,734 | 23,234 | 3.1 | 190,500 | 11.6 |
| Banks, insurance, mortgages | 128,772 | 47,966 | 6.4 | 80,806 | 4.9 |
| Services | 563,122 | 259,860 | 34.5 | 303,262 | 18.4 |
| Not stated | | 408 | 0.1 | 340 | 0.0 |

Source: National Statistical Service Workforce Survey 1985, unpublished data

Table 11.13 shows the course of the trend for the service sector to swell in urban and semi-urban areas and for almost the whole of the female workforce to be absorbed by it.

Table 11,13

Persons employed in basic productive sectors
in urban and semi-urban areas

| Year | Total | Primary Sector | Secondary Sector | Tertiary Sector | Not stated |
|---|---|---|---|---|---|
| 1975 | 100 | 10,1 | 30,2 | 59,6 | 0,1 |
| 1977 | 100 | 8,2 | 31,7 | 60,0 | 0,1 |
| 1979 | 100 | 6,6 | 30,6 | 62,7 | 0,1 |
| 1981 | 100 | 10,2 | 27,2 | 62,7 | 0,0 |
| 1983 | 100 | 11,5 | 24,5 | 63,9 | 0,1 |
| 1985 | 100 | 11,3 | 22,9 | 65,7 | 0,1 |

Source: National Statistical Service Workforce Surveys, 1975, 1977, 1979, 1981, 1983, 1985.

A similar trend can be observed throughout the country for both sexes since 1971, but with much slighter fluctuations in the employment of men by sector (see Table 11.14).

Table 11,14
Percentage distribution of the economically
active population by secotr and sex (total Hellas)

| Year | Sex | No, | Total | Primary | Secondary | Tertiary | Not stated |
|---|---|---|---|---|---|---|---|
| 1971 | M, | 2,329,588 | 100 | 36,6 | 28,4 | 33,9 | 1,1 |
| | F, | 905,408 | 100 | 53,0 | 17,1 | 25,6 | 4,3 |
| 1981 | M, | 2,584,582 | 100 | 27,1 (-9,5) | 32,1 (-3,2) | 38,6 (+4,7) | 2,2 |
| | F | 959,215 | 100 | 30,6 (-22,4) | 19,5 (+2,4) | 46,9 (+21,3) | 3,0 |

Source: National Statistical Service, censuses 1971,1981.

Some 2/3 of the female workforce is thus concentrated in the service sector, where women are generally employed in low-grade jobs and occupations informally christened 'women's jobs' - cleaners, nurses, telephonists, sales assistants, secretaries and so on - where they rarely if ever rise above medium status. The have virtually non-existent career prospects, and ties them down both economicall and socially.

Table 11.15 shows the employment of women by group of individual occupations during the period 1975-84.

Table 11.15
Employed women by groups of individual occupation
in urban and semi-urban areas

| Year | Total | 1* | 2* | 3* | 4* | 5* | 6* | 7* | 8* |
|---|---|---|---|---|---|---|---|---|---|
| 1975 | 456,106 | 68,668 | 2,933 | 92,700 | 56,499 | 69,866 | 45,450 | 119,767 | 284 |
| | 100% | 15.0% | 0.6% | 20.3% | 12.4% | 15.3% | 10.0% | 26.3% | 0.1% |
| 1976 | 468,000 | 70,450 | 3,700 | 92,799 | 55,583 | 72,084 | 42,233 | 131,167 | 167 |
| | 100% | 15.0% | 0.8% | 19.8% | 11.9% | 15.0% | 9.0% | 28.0% | 0.0% |
| 1977 | 483,603 | 76,450 | 4,634 | 102,433 | 57,735 | 69,933 | 38,633 | 133,668 | 117 |
| | 100% | 15.8% | 1.0% | 21.2% | 11.9% | 14.5% | 8.0% | 27.6% | 0.0% |
| 1978 | 511,518 | 83,131 | 5,150 | 109,817 | 67,249 | 73,717 | 36,733 | 135,583 | 133 |
| | 100% | 16.3% | 1.0% | 21.2% | 13.1% | 14.4% | 7.2% | 26.5% | 0.0% |
| 1979 | 529,050 | 89,351 | 5,866 | 117,734 | 72,250 | 74,434 | 33,917 | 135,434 | 67 |
| | 100% | 16.9% | 1.1% | 22.3% | 13.7% | 14.0% | 6.4% | 25.6% | 0.0% |
| 1980 | 585,525 | 100,125 | 6,650 | 127,450 | 80,225 | 82,125 | 51,725 | 136,800 | 425 |
| | 100% | 17.1% | 1.1% | 21.8% | 13.7% | 14.0% | 8.8% | 23.4% | 0.1% |
| 1981 | 633,500 | 111,700 | 7,600 | 137,100 | 84,200 | 88,300 | 63,200 | 141,100 | 300 |
| | 100% | 17.7% | 1.2% | 21.0% | 13.3% | 13.9% | 10.0% | 22.3% | 0.0% |
| 1982 | 658,000 | 116,800 | 7,900 | 141,600 | 85,300 | 101,300 | 60,900 | 143,400 | 800 |
| | 100% | 17.8% | 1.2% | 21.5% | 13.0% | 15.4% | 9.3% | 21.8% | 0.1% |
| 1983 | 692,700 | 124,600 | 8,600 | 144,500 | 92,900 | 104,700 | 78,100 | 138,900 | 600 |
| | 100% | 18.0% | 1.2% | 20.9% | 13.4% | 15.1% | 11.3% | 20.1% | 0.1% |

Source: National Statistical Service Workforce Surveys 1975-83

1: graduates, free contractors
2: managers, executives
3: office staff etc.
4: merchants, sales assistants
5: services
6: farming, stock-breeding, fishing, forestry etc.
7: technicians, workers (not farming), operators of means of transport
8: other

The position of women in the public administration reflects that of women in the other sectors of the economy. Tables 11.16 and 11.17 show the participation of civil servants by sex, grade and sector in 1975 and 1980. Sector "AT" is for university graduates, sector "AP" is for graduates of technical colleges, "ME" for secondary school graduates and "SE" for primary school graduates. The vast majority of those in high grades are men, while exactly the opposite is the case on the lower grades of the scale.

Table 11,16
Percentage distribution of permanent
civil servants on 31,12,75 by sector, sex and grade

Sector AT
Grades

| Sex | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| M | 97,8 | 95,5 | 92,2 | 86,2 | 80,4 | 68,8 | 50,4 | 41,6 | 23,2 | 73,5 |
| F | 2,2 | 4,5 | 7,8 | 13,8 | 19,6 | 31,2 | 49,6 | 58,4 | 76,8 | 26,5 |

Sectors AP,ME

| Sex | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
|---|---|---|---|---|---|---|---|---|
| M | 74,4 | 71,9 | 66,2 | 55,9 | 67,7 | 43,4 | 28,8 | 59,0 |
| F | 25,6 | 28,1 | 33,8 | 44,1 | 32,3 | 56,6 | 71,2 | 41,0 |

Sector SE

| Sex | 7 | 8 | 9 | 10 | 11 | 12 | Total |
|---|---|---|---|---|---|---|---|
| M | 100,0 | 95,1 | 94,8 | 86,2 | 89,2 | 54,2 | 85,2 |
| F | 0,0 | 4,9 | 5,2 | 13,8 | 10,8 | 45,8 | 14,8 |

Table 11,17
Percentage distribution of permanent
civil servants on 31,12,80 by sector, sex and grade

Sector AT
Grades

| Sex | 1 | 1a | 2 | 3 | 4 | 5 | 6 | 7 | 8 | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| M | 98,1 | 99,0 | 89,8 | 88,4 | 77,7 | 69,1 | 49,6 | 60,7 | 50,7 | 67,8 |
| F | 1,9 | 1,0 | 10,2 | 11,6 | 22,3 | 30,9 | 50,4 | 39,3 | 49,3 | 32,2 |

Sector AP

| Sex | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Total |
|---|---|---|---|---|---|---|---|---|---|
| M | 96,2 | 92,1 | 72,7 | 60,4 | 66,5 | 33,8 | 46,8 | 38,1 | 65,5 |
| F | 3,8 | 7,9 | 27,3 | 39,6 | 33,5 | 66,2 | 53,2 | 61,9 | 34,5 |

Sector ME

| Sex | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Total |
|---|---|---|---|---|---|---|---|---|
| M | 64,6 | 58,6 | 59,3 | 52,4 | 40,7 | 28,2 | 44,9 | 50,4 |
| F | 35,4 | 41,4 | 40 7 | 47,6 | 59,3 | 71,8 | 55,1 | 49,6 |

Sector SE

| Sex | 7 | 8 | 9 | 10 | 11 | 12 | Total |
|---|---|---|---|---|---|---|---|
| M | 87,3 | 89,6 | 92,5 | 84,1 | 82,3 | 94,6 | 92,0 |
| F | 12,7 | 10,4 | 7,5 | 15,9 | 17,7 | 5,4 | 8,0 |

Source: Civil Service statistics 1980, Ministry to the Prime Minister,, Directorate of Research,and Computers

Tables 11.18 and 11.19 show the position of women within their occupations. Women working in urban and semi-urban areas in 1983 composed 7.7% of employers, 17.0% of the self-employed, 77.4% of unpaid family members assisting the family businessand 31.9% of wage-earners.

Table 11.18
Women's position in their occupation by participation in each category in urban and semi-urban areas

| Year | Employers | % | Self-employed | % | Unpaid family members | % | Wage-earners | % |
|---|---|---|---|---|---|---|---|---|
| 1975 | 4,583 | 4.4 | 54,517 | 12.0 | 80,216 | 74.0 | 316,783 | 26.3 |
| 1976 | 5,051 | 4.7 | 53,334 | 12.1 | 77,183 | 74.7 | 332,617 | 26.8 |
| 1977 | 5,132 | 4.7 | 52,984 | 11.8 | 76,051 | 75.0 | 349,433 | 27.1 |
| 1978 | 5,499 | 4.6 | 56,099 | 12.2 | 81,567 | 76.1 | 368,334 | 28.2 |
| 1979 | 5,416 | 4.6 | 59,699 | 12.6 | 84,651 | 75.9 | 379,282 | 28.3 |
| 1980 | 7,950 | 5.7 | 67,100 | 12.9 | 104,500 | 75.8 | 405,975 | 28.7 |
| 1981 | 13,700 | 7.3 | 83,900 | 16.5 | 97,800 | 79.3 | 438,200 | 29.9 |
| 1982 | 12,800 | 7.1 | 87,500 | 16.6 | 98,000 | 75.0 | 459,700 | 30.8 |
| 1983 | 12,500 | 7.7 | 90,600 | 17.0 | 126,300 | 77.3 | 463,500 | 31.9 |

Source: National Statistical Service Workforce Surveys, 1976-83

Of every 100 women employed in 1983, 1.8 were employers, 13.8 worked as self-employed persons 18.2 were unpaid family members and 66.9% were wage-earners (see Table 11.19)

Table 11.19
Women's position in their occupation in urban and semi-urban areas

| Year | Employers | % | Self-employed | % | Unpaid family members | % | Wage-earners | % |
|---|---|---|---|---|---|---|---|---|
| 1975 | 4,583 | 1.0 | 54,517 | 12.0 | 80,216 | 17.6 | 316,783 | 69.4 |
| 1976 | 5,051 | 1.1 | 53,334 | 11.4 | 77,183 | 16.5 | 332,617 | 71.0 |
| 1977 | 5,132 | 1.1 | 52,984 | 11.0 | 76,051 | 15.7 | 349,433 | 72.2 |
| 1978 | 5,499 | 1.1 | 56,099 | 11.0 | 81,567 | 15.9 | 368,334 | 72.0 |
| 1979 | 5,416 | 1.0 | 59,699 | 11.3 | 84,651 | 16.0 | 379,282 | 71.7 |
| 1980 | 7,950 | 1.4 | 67,100 | 11.5 | 104,500 | 17.8 | 405,975 | 69.3 |
| 1981 | 13,700 | 2.2 | 83,900 | 13.2 | 97,800 | 15.4 | 438,200 | 69.2 |
| 1982 | 12,800 | 1.9 | 87,500 | 13.3 | 98,000 | 14.9 | 459,700 | 69.9 |
| 1983 | 12,500 | 1.8 | 90,600 | 13.1 | 126,300 | 18.2 | 463,500 | 66.9 |

Source: National Statistical Service Workforce Surveys, 1976-83

Remuneration

Although the principle of equal pay for equal work has been established by law (insofar at least as minimum wage and day-wage levels are concerned), women's average earnings are lower than the average for men (see Table 11.20). Since 1975 the relationship between the average earnings of men and women has improved only slightly.

In 1975, the average wage of a female shop assistant was 72.9% of that of a male employee, and in 1985 it was 73.1%. In industrial and craft industrial enterprises the relationship changed from 54.5% in 1975 to 64.2% for wages, and from 69.5% to 78.3% for hourly wages.

It will be noted that as the economic crisis deepened the impact on women's earnings was a negative one.

Table 11.20
Average remuneration of men and women
Women's earnings as a percentageof men's

| Year | 1* | | % | 2* | | % | 3* | | % |
|---|---|---|---|---|---|---|---|---|---|
| | M. | F. | | M. | F. | | M. | F. | |
| 1975 | 7,063 | 5,150 | 72,9 | 12,706 | 6,962 | 54,5 | 39,3 | 27,3 | 69,5 |
| 1976 | 8,838 | 6,508 | 73,6 | 15,525 | 8,622 | 55,5 | 50,5 | 35,5 | 70,3 |
| 1977 | 10,613 | 7,811 | 73,6 | 18,567 | 10,489 | 56,5 | 61,7 | 42,4 | 68,7 |
| 1978 | 13,102 | 9,393 | 71,7 | 22,119 | 12,517 | 56,6 | 76,4 | 52,8 | 69,1 |
| 1979 | 15,772 | 11,025 | 69,9 | 26,246 | 14,942 | 56,9 | 93,1 | 63,3 | 68,0 |
| 1980 | 18,975 | 13,227 | 69,7 | 31,957 | 18,290 | 57,2 | 118,3 | 80,2 | 67,8 |
| 1981 | 23,462 | 16,084 | 68,6 | 40,045 | 22,608 | 56,4 | 150,5 | 101,1 | 67,2 |
| 1982 | 30,809 | 22,984 | 74,6 | 48,594 | 29,328 | 60,4 | 195,3 | 142,8 | 73,1 |
| 1983 | 36,674 | 28,532 | 77,8 | 55,925 | 33,570 | 60,0 | 233,1 | 174,0 | 74,6 |
| 1984 | 51,959 | 37,706 | 72,6 | 75,004 | 45,442 | 60,6 | 311,1 | 237,2 | 76,2 |
| 1985 | 60,651 | 44,352 | 73,1 | 87,980 | 56,484 | 64,2 | 366,0 | 286,4 | 78,3 |

1*: average monthly earnings of retail trade employees
2*: average monthly earnings of employees in industrial and craft industrial enterprises with 10 or more employees
3*: average hourly earnings of workers in industrial and craft industrial enterprises with 10 or more employees.
Source: National Statistical Service, *Hellas in Figures*.

In the public sector, the remuneration of women and men is equal when they are in the same sector and grade and when they have the same number of years of service. As a whole, however, women working in the public sector receive lower

wages than their male colleagues as they tend to remain stuck in the same low grades (see Tables 11.16 and 11.17).

Levels of education

The level of education of the economically active population has shown a marked improvement over the last fifteen years. In 1971, 41.7% of the female workforce of the country as a whole had not completed primary school or had not attended school at all. The corresponding proportion for men was 26.0% (see Table 11.21). A mere 4.5% of working women and 5.0% of men in 1971 possessed university degrees. In 1981, the corresponding proportions were 10.0% (women) and 9.1% (men) (see Table 11.22). Educational levels vary considerably from area to area of the country (Tables 11.22, 11.23).

In urban areas in 1985, the female workforce was more highly educated than the male workforce. A total of 14.8% of women had university degrees as against 12.3% for men and 33.6% were secondary school graduates (men: 23.8%). At the lower levels of education however, 9.4% of women had never completed primary school or had not attended school, as against 6.2% of men.

Table 11.21
Level of education of the economically active population by sex (total Hellas)

| | 1971 | | 1981 | |
|---|---|---|---|---|
| | M. | F. | M. | F. |
| University | 5,0 | 4,5 | 7,1 | 8,4 |
| Technical college | - | - | 2,6 | 5,5 |
| Secondary school | 11,5 | 11,9 | 15,9 | 23,5 |
| Primary school | 57,5 | 42,0 | 60,0 | 40,8 |
| Did not complete primary school | 24,6 | 36,6 | 14,2 | 21,6 |
| Not stated | 1,4 | 5,1 | 0,2 | 0,2 |

Source: National Statistical Service, censuses 1971,1981

Table 11.22
Level of education of the economically active population (1985) by sex and degree of urbanisation

| | Total Hellas | | Urban, Semi-urban | | Rural | |
|---|---|---|---|---|---|---|
| | M. | F. | M. | F. | M. | F. |
| University | 9,1 | 10,0 | 12,3 | 14,8 | 1,5 | 1,0 |
| Have studied/are studying at university | 0,8 | 1,0 | 1,1 | 1,5 | 0,1 | 0,1 |
| Secondary school | 18,7 | 23,6 | 23,8 | 33,6 | 6,4 | 4,8 |
| Junior secondary | 8,5 | 4,7 | 9,6 | 6,0 | 6,0 | 2,1 |
| Primary school | 54,4 | 44,4 | 47,0 | 34,8 | 72,1 | 62,6 |
| Did not complete primary school | 7,2 | 11,4 | 5,2 | 6,7 | 12,1 | 20,4 |
| Did not attend school | 1,3 | 4,8 | 1,0 | 2,7 | 1,9 | 8,9 |

Source: National Statistical Service Workforce Survey 1985, unpublished data

Table 11.23
Level of education of economically active women by degree of urbanisation

| | Urban | | Athens | | Thessaloniki | | Semi-urban | | Rural | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 | 1971 | 1981 |
| University | 8,5 | 12,9 | - | 14,1 | - | 14,0 | 4,5 | 6,3 | 1,3 | 1,5 |
| Have studied/ are studying at Univ. | | (1,5) | | | | | | | | |
| Technical college | - | 7,4 | - | 6,6 | - | 6,8 | - | 5,8 | - | 2,4 |
| Secondary school | 26,8 | 35,2 | - | 39,6 | - | 31,9 | 5,8 | 15,9 | 1,0 | 6,5 |
| Junior seconday | | (5,7) | | | | | | | | |
| Primary school | 42,1 | 34,3 | - | 31,6 | - | 38,2 | 43,1 | 45,9 | 41,6 | 49,9 |
| Did not complete Prim. | 20,4 | 9,9 | - | 7,9 | - | 9,0 | 41,6 | 25,8 | 48,5 | 39,5 |
| Not stated | 2/2 | 0,2 | - | 0,2 | - | 0,1 | 5,0 | 0,4 | 7,5 | 0,2 |

Source: National Statistical Service, censuses 1971, 1981

## Article 12

*1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure on a basis of equality of men and women access to health care services including those relating to family planning.*
*2. Notwithstanding the provisions of paragraph 1 of this Article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary as well as adequate nutrition during pregnancy and lactation.*

Health care in Hellas is provided without any discrimination between men and women. The right to health care without discrimination is ensured and safeguarded by the Constitution, Article 21 paragraph 3 of which runs as follows: *"The State shall care for the health of the citizens and shall take special measures for the protection of the young, the old and the disabled and the relief of the destitute"*.

Health care includes hospital and pharmaceutical care; it is provided by the State for those employed in the public sector and by the other social security funds for private sector employees.

The Social Security Foundation (IKA) and the Hellenic Contractors' and Craftsmens' Fund (TEBE) are the major funds responsible for insuring employees and self-employed persons in the private sector.

Health care benefits are extended to both directly and indirectly insured persons: each person directly insured is entitled to insure, on the same fund, his/her spouse and the remaining members of the family (children, parents etc.).

In 1983, by Law 1397 concerning a National Health System, the State undertook the provision of health services

to all citizens on an equal basis, irrespective of their economic, social or occupational circumstances, through a unified and decentralised national health system.

The setting up in stages of a decentralised network of 186 Health Centres in non-urban areas forms part of plans to provide all the citizens of Hellas with the necessary health care and treatment.

The foundation of these Health Centres has the following aims:

- to provide the whole population of the particular area and any persons temporarily residing there with equal primary health care;
- to provide patients who have just left hospital or are at the stage of recuperation with care and treatment;
- to provide first aid treatment and in-patient care for emergencies, until such cases can be moved to hospital;
- to provide dental care;
- to exercise preventive medicine and dental treatment and provide the population with information about health and hygiene;
- to carry out medico-social and epidemiological research work;
- to provide medical care at places of work;
- to provide school health facilities;
- to inform and advise on family planning;
- to train doctors and other medical staff;
- to provide social work care;
- to supply pharmaceuticals to those entitled to them if no other outlet is available in the area.

In the more specific case of family planning, the real implementation of a family planning campaign, with the association and financial support of the UN, did not begin in Hellas until May 1982.

Today there are 32 Family Planning Centres in operation all over Hellas and new units are opening all the time.

Of the existing Centres, 21 form part of hospitals administered by the Ministry of Health and Welfare and the remainder function within branches of IKA, the country's largest social security fund.

The UN also contributed to the organisation of two seminars, one held in October 1982 and the other in April 1983, to train medical staff of the Ministry of Health and Welfare as competent health care officers for Family Planning Advisory Centres.

The Central Health Council has decided that family planning services should be made available to every individual throughout the country by the following agencies:

A. The departments of obstetrics and gynaecology of the Health Centres.

B. The departments of obstetrics and gynaecology of the hospitals in the capital of each Prefecture.

C. The departments of obstetrics and gynaecology of the regional hospitals.

This system will come into operation gradually, and its implementation will be linked with the opening, in stages, of the structure of Health Centres, Prefectural Hospitals and Regional Hospitals.

The General Secretariat for the Equality of the Sexes, in collaboration with the General Secretariat for Adult Education and the Prefectural Equality Bureaus already operating in a decentralised system throughout Hellas, organises information and parent preparation programmes and schemes to deal with problems affecting the family.

In the area of preventive medicine, the Ministry of Health and Welfare has information committees which brief the general public and women in particular and also mobile diagnostic teams which administer Pap tests and other examinations throughout the country.

Since 1983, the State has, for the first time, involved itself with the mental health of women. Handling of this major issue has been entrusted to the National Health System

and the Mental Health Centres, which carry out preventive medicine and timely diagnosis of conditions as well as providing mentally ill women with a human approach designed to treat them in the minimum time necessary and rehabilitate them into society.

Also for the first time, the State has undertaken to deal with the problem of the aged. A total of 110 Open Care Centres for the Aged (KAPH) have been set up throughout the country, providing health care and organised recreation designed to make senior citizens, and particularly women, active rather than marginalised members of society.

The present Socialist Government, as part of its plan to upgrade the quality of life and express and realise simultaneously the equality of the sexes by facilitating the functions of women within society as a whole, has dealt with and solved the problem of abortions by passing, in May 1986, a law "concerning the artificial termination of pregnancy and the protection of the health of women" (Law 1609/86).

Under this law, abortions may be carried out in organised hospital units (and up to the third month of pregnancy) for the purpose of safeguarding the health of women; they are not seen as a method of contraception but as the last resort in dealing with an unwanted pregnancy.

The same law provides complete social security cover not only for the artificial termination of pregnancy but also for all the purposes and functions of family planning, which are as follows:

- the avoidance of unwanted pregnancies;
- the birth of healthy, wanted children;
- the selection by each family of the number of children it will have;
- control of the time of births in relation to the age of the parents.

The following laws, designed to deal with the problems facing women as a result of their marginal position in society and during the particularly difficult period of

maternity (pregnancy, confinement, post-natal period), have also been passed by Parliament:

A. Law 1469/1984, which settled matters of the social security cover of divorced persons. Each divorced spouse (of either sex) without social security cover may retain as a directly insured person the social security rights which he/she had at the time of dissolution of the marriage with the State or with the social security fund supervised by the Ministry of Social Security with which the other spouse was insured for health benefits.

B, By joint decision of the Ministers of Finance and Health and Welfare, issued in implementation of Law 1302/82 ratifying International Labour Agreement no. 103/1952 "concerning the protection of maternity", women who are not entitled to claim cash benefits from a compulsory social security fund or are uninsured have the right to claim the benefits necessary for an adequate standard of living for six weeks prior to giving birth and for six weeks afterwards, in order to protect the health of women and newborns.

The State also has the responsibility for the operation of a special centre for destitute and unmarried mothers. The Metera Babies' Centre provides the following services for unmarried and destitute women who are pregnant or who already have children:

- hostel accommodation during pregnancy and for a short period after birth, with or without the baby. The hostel provides opportunities for recreation, entertainment, training programmes and discussion groups with other women in the same position;
- medical and pharmaceutical care during pregnancy and birth, in association with a leading State maternity hospital;
- counselling on psycho-social problems, conducted by social workers and, where necessary, psychologists and psychiatrists;

- financial assistance;
- consultation with the child's father and the mother's family, where the mother wishes and it is possible;
- legal aid in matters relating to the recognition of the child by its father, maitenance payments, etc.;
- help in continuing studies, vocational training and vocational guidance;
- care of the infant in the Centre from birth until such time as the mother is able to care for it herself, or its placing in a foster family for temporary care if this is judged better for the interests of the child;
- counselling and medical, pharmaceutical and financial help for mother and child when the mother takes over care;
- provision of information and training in baby care and the upbringing of the small child by nursery nurses and paeditricians;
- adoption by families selected by the Centre, if the mother wishes the child to be adopted, and counselling on the adoption procedure, the natural mother's rights, etc.;
- birth control and family planning information in association with the Family Planning Centres.

Article 13

*States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure on a basis of equality of men and women the same rights, in particular:*
*a) the right to family benefits;*
*b) the right to bank loans, mortgages and other forms of financial credit;*
*c) the right to participate in recreational activities, sports and all aspects of cultural life.*

The following points could be made regarding the appropriate measures taken in Hellas to ensure the same rights on a basis of equality between men and women in other sectors of economic and social life:

A. Family benefits

Law 1414/84 introduced into the private sector the principle that the benefactor of marriage benefits is the family and of child benefits the children.

In addition, with the modification of family law and the establishment of equality between men and women in this area, marriage and children's allowances introduced for the first time or adjusted are to be paid to every working spouse or parent regardless of sex.

In order to deal with the problem on a provisional basis, however, the same law also contains certain interim provisions, which lay down that if both spouses or parents work the marriage and children's allowances provided for at the time of entry into force of Law 1414/84 are to be paid to the spouse or parent named in a joint statement to be submitted to the employer selected.

If the parents or spouses fail to agree or are unable to submit the above joint statement, each employer is to pay

50% of the marriage or children's allowance to the spouse or parent he employs.

A working parent will receive the whole of the children's allowance if the other parent does not work, is deceased, is presumed to be a missing person or does not receive a pension. If the employer fails to pay the marriage and children's allowances to each employee these benefits will be paid by the Workforce Employment Agency.

It is statutory for the above arrangements and principles introduced for the private sector by Law 1414/84 to be secured by the collective labour agreements signed for each trade by employees in it, by regulations, by arbitration decisions, and so on. The national collective labour agreement, however, continues to discriminate against women, though this forms an object of negotiation between workers and employers. More specifically, although men workers are entitled to the marriage allowance whether their spouses work or not, a working woman is only entitled to it in certain circumstances:

a. when she has three or more children, or

b. her husband has no livelihood, or

c. her husband is a pensioner.

Law 1483/84 introduced children's allowances which may be paid by the Workforce Employment Agency in the following additional cases:

a. to non-working mothers with husbands serving in the armed forces, in prison, or in reformatories and other places of detention;

b. to citizens of Hellas or persons of Hellenic origin returning from a period of emigration or moving to Hellas to find employment.

A number of other benefits are also available to support the family and the children.

1. The monthly benefit paid to the mother on the birth of the third child, which increases for each further child born.

2. The lump sum marriage benefit paid by the Workers' Welfare and Recreation Centre to both men and women, on the same conditions and without discrimination.
3. The financial assistance paid by the Ministry of Health and Welfare to children under the age of 16 years if the father is deceased, has deserted the family or is unfit for work. This assistance is not paid if the above instances apply to the mother.
4. The monthly benefit paid since 1982 to disadvantaged persons.

In the public sector, Law 1505/84 and the introduction of a standard salary scale for civil servants lay down the conditions for payment of family benefits.

The family allowance is paid for children born in lawful wedlock, natural children, adopted children and legitimised and recognised children as long as they are unmarried and do not exceed the age of 18. The same benefits are paid to unmarried mothers.

The payment of these benefits will continue beyond the attainment of the 18th year in the case of children who are physically or mentally unfit to earn a livelihood and of children who are studying in tertiary education; in this latter case payment continues until the child attains the age of 24 years.

The same law determines that in cases in which both parents work in the public sector payment of the above benefits is to be made in the form of half to each.

In cases of dissolution of the marriage by divorce or death, the surviving spouse or the person exercising parental care lawfully or by decision of court continues to receive the benefits accruing to the children.

B. Bank loans

There is no discrimination in Hellas as to the right of women to conclude bank loans or any other form of financial credit.

Women are entitled to bank loans (farming, housing, craft industrial and investment loans) on exactly the same terms and criteria as men.

C. Cultural life

The right to participate in all the manifestations of the cultural life of the country extends to all citizens and is safeguarded by the Constitution, which lays down that *"Arts and sciences and teaching and research shall be free, while their development and advancement shall constitute an obligation on the State"*.

Women have the same rights as men in participation in recreation, sports and, in general, all aspects of cultural life.

During the last five years, the Government, in collaboration with local government, the General Secretariat for the Equality of the Sexes, the General Secretariat for Adult Education, the General Secretariat for Youth and other competent agencies has set up cultural and training programmes aimed to encourage women to take a larger share in the cultural life of the country, in recreational activities and in sports.

Here one could note the special "Women and Sport" programme operated by the General Secretariat for Youth and the "Women and Art" exhibition organised by the General Secretariat for the Equality of the Sexes to exhibit the work of women artists in Hellas and enrich the cultural life of the country.

Article 14

*1. States Parties shall take into account the particular problems faced by rural women and the significant roles which women play in the economic survival of their families, including their work in the non-monetarised sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the Convention to women in rural areas.*
*2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:*
*a) To participate in the elaboration and implementation of development planning at all levels;*
*b) To have access to adequate health care facilities, including information, counselling and services in family planning;*
*c)To benefit directly from social security programmes;*
*d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;*
*f) To participate in all community activities;*
*g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;*
*h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.*

Despite the significant steps forward taken since 1982, particularly in the area of social security and infrastructure, women farmers, and, more generally, women in

rural areas are subject to intense discrimination attributable to deeply rooted social prejudice and patriarchal concepts among the rural population and also to the fact that changes in agrarian legislation to ensure the equality of the sexes on a legal leel have not yet been completed.

a. The employment of women in the agricultural sector

It has been judged necessary to make special reference to the employment of women in the agricultural sector not only because this is where a large number of women in rural areas find employment but also as a result of its particular significance for female employment more generally, given that women farmers are, in Hellas, the most significant section of the economically active female population.

The rural population of Hellas has displayed a constant downward trend (see Table 14.1),

Table 14.1
Percentage distribution of population

| Year | Total | Urban | Semi-urban | Rural |
|---|---|---|---|---|
| 1920 | 100,0 | 22,9 | 15,2 | 61,9 |
| 1928 | 100,0 | 31,1 | 14,5 | 54,4 |
| 1940 | 100,0 | 32,8 | 14,8 | 52,4 |
| 1951 | 100,0 | 37,7 | 14,8 | 47,5 |
| 1961 | 100,0 | 43,3 | 12,9 | 43,8 |
| 1971 | 100,0 | 53,2 | 11,6 | 35,2 |
| 1981 | 100,0 | 58,1 | 11,6 | 30,3 |

Source: National Statistical Service, censuses.

This has been interconnected with a reduction in employment in the agricultural sector. These phenomena are consequences of economic development and emigration both to other parts of Hellas and to other countries.

During the period 1971-81, the number of persons employed in the agricultural sector fell by 26% at the same time as the total number of persons employed throughout the country rose by 4.7%. Thus while in 1971 persons employed

in agriculture represented 40.6% of the total number of employed persons, by 1981 this figure had fallen to 29% (se Table 14.2).

Table 14.2
Persons employed in agriculture -
by sex (Hellas total)

| | 1971 | | | | 1981 | | | |
|---|---|---|---|---|---|---|---|---|
| | Hellas total | | Agriculture | | Hellas total | | Agriculture | |
| | No. | % | No. | % | No. | % | No. | % |
| Total | 3,234,996 | 100.0 | 1,312,600 | 40.6 | 3,388,518 | 100.0 | 972,091 | 28.7 |
| Women | 905,408 | 100.0 | 478,176 | 52.8 | 903,123 | 100.0 | 291,158 | 32.2 |
| Men | 2,329,588 | 100.0 | 834,424 | 35.8 | 2,485,395 | 100.0 | 680,933 | 27.4 |

Source: National Statistical Service, censuses

Considerable differences can be observed in employment trends among men and women during this period. The reduction in the number of men employed in the agricultural sector was smaller than the reduction in the number of women (18.4% as opposed to 39.1%) and was accompanied by a rise in the number of men employed in other branches of the economy which more than covered the reduction in agriculture.

The decrease in the number of women employed, on the other hand, was not covered by any equivalent rise in the other sectors, and thus the overall number of women employed fell slightly (by 0.3%).

The agricultural sector continues to be that in which most women work, despite the drop recorded during the 1970s. The census of 1981 showed women farmers accounting for 32.2% of the total number of women employed, as apposed to 52.8% in 1971 (see Table 14.2).

The life of the inhabitants of rural areas, and particularly of women, is indissolubly linked to agricultural activities. The 1981 census showed that 74% of the economically active women of Hellas work in the agricultural sector (Table 14.3).

Table 14.3
Population of rural areas by branch of economic activity and sex

| Branch | Men | | Women | | Total | |
|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % |
| Farming, stock-breeding, forestry, hunting, fishing | 534,987 | 61.4 | 245,336 | 74.2 | 780,323 | 65.0 |
| Mining | 10,152 | 1.2 | 1,044 | 0.3 | 11,196 | 0.9 |
| Industry, craft industry | 70,072 | 8.0 | 26,464 | 8.0 | 96,536 | 8.0 |
| Electricity, gas, water | 4,297 | 0.5 | 331 | 0.1 | 4,628 | 0.4 |
| Public works, construction | 76,859 | 8.8 | 344 | 0.1 | 77,203 | 6.4 |
| Trade, restaurants, hotels | 49,345 | 5.7 | 16,641 | 5.0 | 65,986 | 5.5 |
| Transport, storage, communications | 38,325 | 4.4 | 1,200 | 0.4 | 39,525 | 3.3 |
| Banks, insurance, etc. | 6,124 | 0.7 | 2,783 | 0.8 | 8,907 | 0.7 |
| Other services | 51,955 | 6.0 | 21,117 | 6.4 | 73,072 | 6.1 |
| Seeking work for first time | 16,343 | 1.9 | 9,087 | 2.7 | 25,430 | 2.1 |
| Not stated | 12,557 | 1.4 | 6,589 | 2.0 | 19,046 | 1.6 |
| Total | 871,016 | 100.0 | 330,836 | 100.0 | 1,201,852 | 100.0 |
| Total non-active population | 344,140 | | 935,089 | | 1,279,229 | |
| GRAND TOTAL | 1,215,156 | | 1,265,925 | | 2,481,081 | |

Source: National Statistical Service, census of the population aged over 10 years.

In reality, the number of women employed in this sector is much larger than the numbers suggest. A considerable proportion of the women described as not economically active do in fact do farm work but, due to the nature of such work, do not fulfil the term of the census for classification as economically active*[1].

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*[1] The criteria for description is "economically active" is as follows:

"1) Employed persons: 1) persons over the age of 10 years who state that they work for profit or to gain remuneration or even as unpaid assistants in a family business or farm holding of they work daily for at least 1/3 of the working hours or for above 90 days per year and consequently worked more than 15 hours in the week preceding the census, and b) those persons who stated that they work but worked less than 15 hours in the week preceding the census due to disability, weather conditions, leave or illness;
b) Unemployed persons: persons aged over 10 years who state that they wish to work and are acting in that direction. These are further distinguished into: a) persons

(contd.) who have lost their employment for whatever reason, and b) young people seeking work for the first time.

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This view can be supported by the differences observed between the censuses and the Agricultural Holding Structure Research (AHSR) projects insofar as the population employed in the agricultural sector is concerned. The AHSRs, more specifically, show a much larger population as being employed exclusively or mainly in agriculture than do the censuses. This phenomenon is much more marked among the female population. The AHSR project for 1977-78 gave a number of women employed exclusively or chiefly in agriculture double that shown in the 1971 census and triple that of the 1981 census. These differences cannot be the result only of population variations in rural areas but are chiefly due to the fact that many women employed in the agricultural sector do not fall within the definition used by the census-takers in determining the economically active population.

The role of women in monetarised agricultural production is a particularly important one: women account for 30% of the total number of persons employed in the agricultural sector (see Table 14.4)*[2]

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*[2] From this point on the figures used are for the whole of the agricultural sector and not just for the residents of rural areas who are employed in agriculture. There are two reasons for this: 1) 80,3% of those employed in this sector are residents of rural areas, and 2) it is judged that the problems of women farmers living in urban or semi-urban areas are close to those of women in rural areas.

Table 14.4
Persons employed in the agricultural sector
by position in the occupation and sex

| | Total | Women | Men |
|---|---|---|---|
| Total population | 972,091 | 291,158 | 680,933 |
| % | 100 | 30 | 70 |
| Employers pop. | 3,933 | 281 | 3,652 |
| % | 100 | 7,1 | 92,9 |
| Self-employed | 584,764 | 45,247 | 539,517 |
| % | 100 | 7,7 | 92,3 |
| Unpaid assistants, family members | 335,072 | 235,281 | 99,781 |
| % | 100 | 70,2 | 29,8 |
| Employees | 39,148 | 8,911 | 30,237 |
| % | 100 | 22,8 | 77,2 |
| Not stated | 9,174 | 1,428 | 7,746 |
| | 100 | 15,6 | 84,4 |

The composition of the categories of occupation in the agricultural sector is as follows: the categories of 'employers', 'self-employed' and 'employees' consist almost entirely of men (93%, 92.3% and 77.2% respectively) while the 'unpaid assistants, family members' category consists mostly of women (70%, see Table 14.5).

Despite the description of most women farmers as 'assistants', studies of agricultural areas have recorded that in fact women are often mainly responsible for the agricultural work on small holdings and for non-mechanised work (in vineyards, olive groves, hothouses etc.).

It has also been observed that there is a division between 'male' and 'female' work which is not made simply on the basis of muscular strength or the possession of some particular specialisation but rather on the criterion of whether the job requires a special technique (e.g. pruning) or the use of machinery; such jobs are not normally entrusted to women.

This division of labour, quite apart from the understimation of women which it implies, also permits discrimination between the remuneration of field workers of

both sexes, which means that equal pay is not given - rather the 'male' jobs are paid better than the 'female' jobs.

This situation provides a measure of how deeply rooted traditional roles still are in rural areas; the main responsibility of women farmers lies within the framework of the home, the care of the children and the household and the products of commodities for home consumption (an important factor in the domestic economy of many rural areas), while their role outside the home is 'ancillary' despite in reality being equally as important as that of men, sometimes even involving holding complete responsibility for the farm. The role of men, on the other hand, is that of chief responsibility; they represent the holding in the co-operative, as we shall be describing in more detail below, and are responsible for the financial management of the family.

This last element - of the men being responsible for the financial management of the family - constitutes a serious case of discrimination againstwomen: 81% of all women farmers are 'unpaid assistants', working without pay and without any personal income of their own.

B. Statutory discrimination

The legislation relating to agriculture continues to contain cases of discrimination against women. The most serious of these is that of the provision by the State of land belonging to it for cultivation. Under Article 24 of the Civil Code, these cultivators are divided into: 1) married men, 2) widows of farmers with underage children or unmarried daughters of age, 3) underage orphans of farmers and 4) unmarried male farmers, all of whom may be granted the ownership of State land. Unmarried or divorced women farmers may not receive grants of farm land.

A Bill drawn up by the Ministry of Agriculture and ready to be passed through Parliament, however, amends Article 24 of the Civil Code as follows: "The term 'farmer' is hereby

defined as any man or woman exercising chiefly the occupation of farming and having farming as the centre of his/her activities and disposing in this direction the greater part of the total time of his/her full-time work".

A law recently passed has set up a series of Committees to amend the provisions of the Agricultural Code and agricultural legislation in general in order to eliminate discrimination against women.

C. Rights in the area of agricultural credit

Women farmers with their own property may receive loans from the Agricultural Bank of Greece and may stand as guarantors in exactly the same manner as men.

If both spouses are employed in agriculture, they decide jointly which of them is to receive the loan and transact with the Agricultural Bank.

Women farmers may receive these loans from the Agricultural Bank on the same terms and conditions as are granted to men.

Lastly, in order for a woman farmer to enter into transactions with the Bank there is no requirement that her husband should be a farmer.

D. Women's participation in political life, co-operatives and the union movement

Very few women farmers take any partin the collective life relating to social, political and economic problems, in public life or in the union and co-operative movement despite the fact there there is no legal impediment to their doing so. This is a result of the system of discrimination which we have referred to above.

It is perhaps indicative that only 0.3% of those women living in rural areas are Presidents of communes and only 1.1% are communal Councillors.

Although Law 1257/83 on the restoration of the democratic functioning of co-operative organisations gave

the ability to become members of agricultural co-operatives to women married to members of the co-operative who have farming as their chief or secondary occupation (in addition, that is, to married, divorced or widowed women with their own agricultural property), only 10% of the members of agricultural co-operatives today are women.

E. Social security

Since 1982 (law 1287) women farmers have been entitled to independent pensions equal to those granted to men and on the same terms. Each woman farmer, regardless of whether she is the wife of a farmer or not, is entitled to an independent pension.

F. Protection of health and maternity - family planning

Women farmers are entitled to insurance with the Farmer's Pension Fund (OGA) on the same terms as men.

Women farmers and pensioners insured with the OGA and the members of their families are entitled to full medical and pharmaceutical cover, as well as to hospital care and medical attention in State and rural hospitals.

The operation of 186 Health Centres in rural, semi-urban and urban areas to protect the health of the population has been planned, and 49 such Centres are already in operation.

As of 1.5.1985, Law 1541 introduced the provision by the OGA of two maternity benefits for women farmers:

- pregnancy and post-natal allowances
- childbirth allowances if birth takes place in a private maternity hospital and the insured woman pays the cost of this.

Family planning services for women farmers are provided by, 32 Family Planning Centres (21 of them in permanent installations) all of which, however, are in urban reas.

G. Social infrastructure

The analysis of Article 11 gives details of nursery schools and day-care centres already in operation or planned. Of these, an ever-increasing number are located in rural or semi-urban areas.

In 1986, for the first time, the National Welfare Organisation operated 97 day care centres in the summer months only in agricultural areas in order to facilitate women farmers. The period during which the centres were open was arranged on a local basis, depending on the specific needs created by farm work in each area.

As an experiment, a small number of the day care centres in ful operation also remained open during the summer months, when farm work is at its height in many areas, and plans are for this system to be implemented more generally.

H. Positive action programmes

The purpose of the positive action programmes is to identify and eliminate the forms of discrimination facing women farmers in their daily lives and set up the conditions for them to participate, on equal terms with men, in work and the social and political life of the country.

The main programmes undertaken since 1982 are as follows:

1. Programmes to set up women's co-operatives in rural areas.

These programmes have been carried out with the initiative and assistance of the General Secretariat for the Equality of the Sexes and are aimed at providing women with an opporunity:

- to control - by themselves - theproduces they turn out and the procedures involved both in production and in marketing;
- to acquire income of their own;
- to become familiar in practice with collective and democratic operations and procedures.

At the same time, these programmes are designed to provide an answer to the fact that women do not participate in mixed co-operatives, despite the removal of the legal impediments to this, by bringing them into their own co-operatives and co-operative movement.

The ultimate goal of this programme is to help women obtain the knowledge and experience necessary of financial management, financial transactions and participatory procedures to allow them to take an equal part with men in both production and decision-making centres.

A total of six women's co-operatives are already in successful operation, and the founding of a further 10 by the end of 1986 is planned.

2. Training and education programmes

The General Secretariat for the Equality of the Sexes, the Ministry of Agriculture, the Hellenic Productivity Centre and the Penhellenic Confederation of Unions of Agricultural Co-operatives have jointly organised a considerable number of programmes for the vocational and more general training of women farmers. The Ministry of Agriculture is also promoting a special programme for the training of women farmers in non-agricultural occupations. There are facilities for large numbers of women from all over the country to participate in these programmes, which will provide them with skills and training to gain employment in the region in which they live. The programmes include courses in co-operatives and their management, preventive medicine, family planning and sex education, management of the family income, etc.

The Adult Education authorities in each area, in association with the Prefectural Equality Committees, organise:

A. Regular weekly courses in:

- the Greek language for those suffering from illiteracy;

- elements of political and agricultural economy and co-operative topics;
- family planning
- preventive medicine
- folk traditions and arts.

B. Individual cultural and other events in isolated areas, including:

- cultural events
- Pap tests for women farmers
- courses in environmental and development studies.

PART IV

Article 15

*1. States Parties shall accord to women equality with men before the law.*
*2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.*
*3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.*
*4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.*

As mentioned already under Article 2, the Constitution passed in 1975 (Article 4) safeguarded the equality of men and women before the law in Hellas.

On the basis of this provision, the Civil Code legislation in force makes no distinction between the two sexes regarding legal capacity, which is determined, first and foremost, by the age of majority for both men and women - eighteen years since 1983.

Thus under Article 127 of the Civil Code, *"Any person who has attained the age of eighteen years (has reached majority) shall have full legal capacity"*.

The rights of women in the concluding of contracts are exactly the same as those of men, as is also the case insofar as the administration of property is concerned. Both men and women are entitled to assume equal obligations stemming from these causes.

The treatment of the two sexes by the legislation contained in the Civil Code is in complete harmony with the right safeguarded by Article 5 of the Constitution. Under that provision: *"All persons shall have the right to develop their personalities freely and to participate in the social, economic and political life of the country on condition that they do not infringe the rights of others, violate the Constitution or outrage public morality"*.

It has already been noted (under Article 2) that in accordance with the Constitution (Article 20) and specialised legislation (Criminal Procedure, Civil Procedure, Administrative Procedure) men and women are entitled to exactly the same treatment at all stages of proceedings and at every level of the hierarchy of the courts whether as plaintiffs or defendants, and whether as the offenders in criminal cases or their victims.

As for the free movement and residence of women, both these rights are safeguarded by the Constitution without discrimination as to sex.

The relevant provisions of the Constitution lay down the following:

a. individual administrative measures restricting the freedom of movement or establishment in any part of the country of any citizen of Hellas and that citizen's free entry into and exit from the country are forbidden, and

b. the privacy of each citizen's residence is inviolable.

Under Article 51 of the Civil Code, *"Each person shall have as his/her residence the place of his/her main and permanent dwelling. No one may have more than one residence concurrently. In the case of matters affecting occupation, the location where each person exercises his/her profession shall be deemed a special residence"*.

As can be seen from this provision, men and women are treated in exactly the same manner in this respect.

Marriage on the part of a women creates for her, by reason of the marriage, an obligation to cohabit in exactly the same way as it does for the husband. The spouses decide jointly on their common residence.

In cases of separation or divorce, each spouse freely chooses his/her residence.

Unmarried women who have attained majority have the same right of free choice of residence as do men.

Minors of either sex have as their residence that of their parents or of the parent with whom they normally reside.

The following points should also be made concerning restrictions on the legal capacity of women to conclude contracts. No provision of legislation governing the relations created by:

a. contracts of whatever nature or type, or

b. the foundation or operation of any organisation, association, company or other union of persons in whatever legal form

sets up any restriction on rights or legal capacity as a result of sex.

Any such reference or act would be contrary to legislation and the Constitution and hence illegal; it would invalidate the act itself and also create a claim for compensation (and other satisfaction in law, depending upon the nature of the damage) on the part of the person damaged.

The restrictions set by legislation on individual legal capacity are unrelated to sex, dealing chiefly with age and the mental or physical health of the person concerned.

Article 16

*1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure on a basis of equality of men and women:*
*a) The same right to enter into marriage;*
*b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;*
*c) The same rights and responsibilities during marriage and at its dissolution;*
*d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all these cases the interests of the children shall be paramount;*
*e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to exercise these rights;*
*f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;*
*g) The same personal rights as husband and wife including the right to choose a family name, a profession and an occupation;*
*h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property whether free of charge or for a valuable consideration.*
*2. The betrothal and marriage of a child shall have no legal effect and all necessary action including legislation shall be taken to specify a minimum age for marriage and to make the registration of marriage in an official registry compulsory.*

The legislation governing family relationships in force in Hellas until 1983 dated from 1946 and expressed the social concepts of a former age. In 1983, with the amendment of Family Law and the legislative safeguarding in it of the family of equality, the patriarchal family which had for years been protected by law and which was perpetuated though the economic, social and educational system was abolished.

The institution of the dowry, which mirrored the real position of women in the family, was done away with. New institutions and new concepts are today formulating the new role of women and the new models for the various members of the family.

Education and legislation are now making a decisive contribution to this. Today, under the new law, children are to be brought up irrespective of their sex.

A start has been made in recent years in providing through revised school books a model of the family founded upon the equality of the sexes and the entry of women into the labour market.

Under the 1975 Constitution (Article 21), the family, as the *"foundation stone for the maintenance and promotion of the nation"*, marriage, maternity and childhood are protected by the State.

The legislation in force since 1983 makes no distinction between the two sexes as to the entry into marriage.

Irrespective of sex, those wishing to be married must have attained the eighteenth year of their age and consent to the marriage.

This consent is expressed in the form of declarations made by the future spouses themselves unconditionally and in person. These declarations have the sense that the future spouses enter into the marriage with their free and full consent, and for that reason marriage by proxy is not permitted.

Marriages carried out under a misapprehension as to the identity of the other spouse, or by compulsion with threats and illegally or as an outrage to public morality may be annulled on the application of the victim. Any person using such means to enter into a marriage has committed an offence and is liable to punishment under the Criminal Code.

Marriage in Hellas may be entered into in two manners:

a. by simultaneous declaration of the parties concerned that they consent to it (civil marriage), a method introduced by Law 1250/82, this declaration being made publicly before the functionary conducted the ceremony (Mayor or village president);

b. in a religious ceremony conducted by a priest of the Greek Orthodox Church or by a functionary of another sect or religion known in Hellas.

Persons without legal capacity may not enter into marriage. It follows that:

1. in the case of marriages between minors, the Courts may decide, having heard the future spouses and the persons who are the guardians of those who are minors, to permit the marriage before the spouses attain the appropriate age if the performance of the marriage is made necessary for some serious reason.

2. In the case of those unable to care for themselves or their property:

a. if by reason of permanent mental disorder rendering the use of the power of reason impossible or if by reason of physical disability rendering the exercise of the above care impossible and if a court decision stating these causes has been issued, marriage is not permitted. The law makes no distinction as to sex in these cases;

b. if it has been recognised by the courts that these persons have serious mental or lhysical health problems or are profligate or alcoholic or addicted to narcotics and if a person has been appointed to supervise them, these persons may enter into marriage without distinction as to sex with

the consent of those supervising them. In cases of dispute the court will decide.

Over and above this general provision and the remedies for impediments of this kind, the Civil Code also lays down other impediments which restrict one sex or the other in relation to the right of marriage. Such impediments are divided into the following categories:

a. Legal impediments

1. Impediment due to an existing marriage

If despite the first marriage a second is entered into before dissolution of the first, it shall be null and void and the person entering into it shall have committed bigamy, which is liable to punishment by the Criminal Code.

b. Impediments of relationship

1. Marriage within the prohibited degrees (e.g. between siblings or first cousins) is forbidden.

2. Marriage with relatives by marriage (that is, the case of a woman wishing to marry the former spouse of her sister) is forbidden.

3. A restrictive impediment also applies in cases of adoption - that is, a person who adopts another cannot marry him/her even if the adoption is dissolved.

Children born of a married annulled for one of the above reasons continued to be deemed children born within marriage.

No figures are available as to the numbers of couples in Hellas who cohabit without marriage. The 1975 Constitution, as already stated, protects the family, marriage, etc. This means that protection is afforded to the family whether or not it is created in a lawfully marriage or extramaritally. Free cohabitation is permitted by an express provision of Hellenic legislation, but it is not safeguarded in law.

In Hellas, citizens are free to choose between the institution of marriage and free cohabitation. The protection of the Constitution and the guarantee of personal

freedom contained therein are constitutionally instituted factors which prevent measures being taken which might be unfavourable to unmarried people or those who cohabit extramaritally.

The Family Law as it has force, amended, since 1983 makes no distinction between the two sexes in relation to the rights and obligations of the spouses during the course of the marriage or in instances of separation and divorce.

A. Relations between spouses during marriage

Under the law previously in force, the husband was the head of the family and it was he who decided on all matters relating to the family. The wife's duties were confined to the care of the household. In order to ensure that she made a contribution to the family economy, her parents were obliged by law, in accordance not only with their own financial situation but also with that of the bridegroom, to provide their daughter with movable or immovable property or cash or some other consideration as dowry. Women were also obliged to state their husband's address as that of their permanent residence.

Under the new law, none of these instances of discrimination continues in force.

The couple now decides jointly on all matters relating to the marriage and each contributes to meeting the needs of the family in accordance with his/her capacity.

Independent ownership of property is still valid, but a new system, the common property system, has also been introduced. By this system the spouses can decide, either before or during the marriage, to establish by contract the ownership of assets in equal parts. If the contract does not specify the assets to which the common ownership system will apply, then whatever is acquired by either spouse and does not constitute a gift or inheritance will belong to both husband and wife in equal parts.

The law also establishes the right, for the first time in Hellas, for both spouses to claim a share of whatever property is acquired during the course of the marriage. Thus if the marriage is dissolved by death or divorce or if the spouses are separated for more than three years, each spouse is entitled to a share in the property acquired by the other during the marriage. This share is proportionate to the amount by which each spouse can show that he/she contributed to the increase in the other's property. Housework and the upbringing of children is deemed to be a contribution. In any event, the spouse with the lesser contribution is entitled to 1/3 of the property acquired by the other during the marriage without having to prove his/her contribution to this proportion, even if this contribution is limited to rearing the children and managing the home. The spouse against whom a higher claim is made may receive judgment in his/her favour if he/she can prove that the other spouse did not contribute in any manner at all to the increase in property or that he/she contributed less than 1/3. No property acquired by gift or inheritance can be included in this settlement.

Marriages are deemed to have been dissolved when:

1. a final court divorce decision has been issued
2. one of the spouses has deceased
3. it is annulled.

In cases of separation and after the divorce both spouses are under the obligation to pay maintenance. Regardless of who was at fault for the divorce, either of the former spouses can seek maintenance from the other but only in the event that he/she is unable to support him/herself on his/her income and property and that at least one of the following conditions is satisfied:

1. The former spouse is of an age at which he/she cannot start or continue an occupation which would support him/her.

2. His/her state of health does not permit the commencement or continuation of such an occupation.
3. He/she has the custody of children who are minors and is thus prevented from working.
4. He/she is unable to find a suitable job or requires occupational training; in these cases maintenance cannot be sought for more than three years.
5. If the court judges that maintenance should be awarded for reasons of clemency.

Marriage creates a mutual obligation on both spouses to live together, but, according to the law, *"in cases in which this cohabitation is broken off, the court may, if this is made necessary by reasons of clemency relating to the special circumstances of each of the spouses and the interests of the children, grant to one spouse the exclusive use of the whole or part of the property used as the principal residence of the spouses (the family home) regardless of which of the spouses is the owner of the property or has the right of use of the property from its owner"*.

In cases of the decease of one of the spouses the law makes no distinction as to the sex of the surviving spouse in dealing with rights of inheritance.

The right of inheritance is safeguarded by law, though of course its extent will depend on the existence or otherwise of a will and of children.

The law provides for a right of inheritance expressed as a percentage of the estate, an arrangement which also applies to children.

B. Relations between parents and children

Until 1983 children born within marriage automatically took the surname of their father. Today persons entering upon marriage are obliged before the ceremony to state the surname their children will bear, by joint and irrevocable declaration. If they omit to make this declaration, the

children will bear the surname of the father. Children born outside marriage take the mother's surname as a matter of normal practice.

Since the abolition of the dowry, which was given exclusively to daughters, parents today may, if they so wish and are able, make provision of property to their children regardless of sex for either of the following purposes:

- to allow the creation or maintenance of economic and family independence;
- to allow the children to commence or continue an occupation.

The patriarchal authority institutionalised by the previous legislative arrangements has been abolished, and 'parental care' for underage children set in its place. This care is both the duty and the right of the parents, who exercise it jointly, and it covers everything relating to the guardianship of the children, the administration of their property and their representation in each case or legal act concerning them or their property.

The new family law lays down expressly that: *"Each decision of the parents concerning the exercise of parental care must have the interests of the child as its object. Court decisions must also be aimed at the best interests of the child (...) and must respect the equality of the parents, making no distinction as to sex, race, language, religion, political or other convictions, nationality, national or social origin or financial position"*.

According to the maturity of the child, his/her opinion may be requested or taken into consideration before the issuing of any decision concerning parental care, if the decision involves the child's interests (Civil Code, Article 1511).

In cases of disagreement in the course of the exercise of parental care, the court will decide if the interests of the child impose a need for a decision to be taken. If the parents are separated or their marriage has been dissolved

by divorce or annulment, the exercise of parental care will be determined by the court and may be assigned to one or to both parents, if they agree.

The parent to whom the exercise of parental care has not been assigned has the right to request of the other parent information concerning the person and the property of the child. He/she also has the right of personal communication with the child.

If one of the parents has deceased or is unable for real reasons to care for the child (as, for instance, in the case of seamen voyaging abroad), parental care will be exercised by the other parent alone.

In the case of children born without marriage between the parents, parental care will be exercised by the mother while the child is a minor.

If the interests of the underage child conflict with those of the parents exercising custody, a special commissioner is appointed (Civil Code, Article 1517).

Custody of the person of the child includes, in particular, his/her upbringing, supervision, training and education and fixing of the place of residence.

Before the new law came into force, and if divorce was granted due to the fault of one of the spouses, the spouse not at fault was given custody of the children. If the divorce had been issued on the grounds of common fault, custody of female children and of male children up to the age of ten years was awarded to the mother. When the male children attained the age of ten years the father gained custody over them. In exceptional cases and where dictated by the child's best interests the courts were entitled to decide otherwise.

Since 1983, in cases of divorce by mutual consent parents are obliged to state in writing to the court, before the divorce is issued, their decision and agreement as to which of them will have parental care of the children. This

agreement is confirmed by the court and has the validity of a provisional decision until the handing down of a final decision concerning the parental care of the children.

In all cases of divorce (whether by mutual consent or by reason of 'impairment of the matrimonial bond') the court can award parental care to one of the parents, to both of them if they decide where the child is to live, or even to a third party.

The criteria considered by the courts in awarding parental care of the children are as follows:

1. The best interests of the child - this is always the paramount consideration.
2. The bond between the child and each of the parents and any siblings.
3. Any agreements that may have been reached between the parents relating to the custody of the children and the administration of their property.
4. The equality of the parents, in accordance with the extract from the Family Law quoted above.

Decisions regarding the custody of children may be altered at any time on the application of the parent not awarded custody if the real conditions on the basis of which it was issued have changed.

Before the entry into force of the new law, the manner in which the children were brought up and educated was decided upon by the father. Today, after amendment of the pertinent legislation, both parents decide jointly on the upbringing of the child. However, the fundamental principle established by the new law is that parents are obliged to bring up their children without discrimination by sex; that is to say, the way in which girls are to be brought up must not differ from the treatment accorded boys.

The law also demands that the efforts of parents in bringing up their children should be directed at developing

the children's personalities and endowing them with a sense of responsibility and membership of the community.

In providing their children with vocational guidance, parents must take into account the child's inclinations and abilities, regardless of sex.

Before the new law entered force, the law recognised 'illegitimate' children - those born outside wedlock - as true relations with rights and obligations only towards the mother's family. Unmarried mothers were compelled to seek a court decision to be appointed guardian and gain custody of their children. The court had the power to deny guardianship and award it to another person.

Since 1983, the distinction between 'legitimate' and 'illegitimate' children has been abolished. Children born 'outside marriage' but freely or judicially recognised have exactly the same rights and obligations as children born 'to married parents' as regards not only the mother and her family but also the father and his family.

The unmarried mother acquires by right the parental care of her child and no procedures or court decisions are necessary for her to be awarded it. In the case of free or judicial recognition by the father, he acquires the right of parental care but may exercise it only if the mother is unable to or if the court, on his application and in the best interests of the child, grants him joint parental care, which tends to happen usually in cases in which the parents are agreed.

The inheritance rights of 'illegitimate' children prior to 1983 when the father had 'legitimate' children, a wife or parents and had recognised the child of his own free will were restricted to one half of the share of the estate inherited by each 'legitimate' child.

Today children born outside marriage have exactly the same inheritance rights as children born to married parents.

Despite all these changes, however, and the major alterations which have come about in legislation involving the family, women continue to shoulder the main responsibility for the upbringing of children, and in most cases of separation or divorce it is the woman who undertakes the custody of the children.

There is no restriction upon the number of children which the couple may have. Neither spouse may compel the other to have children and decisions on this are, by law, common ones. A sample study carried out in Hellas by the National Statistical Service in 1982 showed that the family in Hellas tends to be small, usually consisting of the parents and two children. Abortion rather than preventive methods of contraception is the means which parents tend to use to avoid the birth of unwanted children. In order to deal with this situation, Parliament recently passed a law under which abortion ceases to be an offence, while at the same time a campaign has got under way to provide information through family planning programmes (for further details see Article 12).

These programmes and legislation on the subject are addressed to both men and women, who may receive information and training in this area without discrimination as to sex.

The contribution made to this campaign by the General Secretariat for the Equality of the Sexes has been to publish a special information leaflet distributed throughout Hellas. Response among girls, and also boys, has been encouraging.

On the proposal of the General Secretariat for Equality, the Ministry of Education has set up a special committee to look into the introduction of sex education lessons in schools.

Rights and obligations with regard to the adoption, guardianship and custodianship of minors

Matters relating to adoption are governed by the Civil Code (Articles 1568-1588) and by Legislative Decree 610/1970.

No restriction as to sex is applied to those wishing to adopt, and the best interest of the child is the paramount criterion in adoption. Consent for adoption is given by the natural parents unless the father cannot be found, in which case consent is given by the mother.

After completion of the adoption procedure (issuing of an adoption order by the court) the adoptive parents automatically assume parental care of the minor. After adoption parental care may in no circumstances be assigned to the natural parents. All relations between the adopted child and its adopted parents are governed by the provisions concerning natural parents, with the exception of the rights of inheritance of the adoptive parents on the adopted child.

As for the nationality of the adopted minor, the following rules are applied: if the minor is of foreign nationality and is adopted by a Hellenic citizen of either sex, he/she acquires Hellenic nationality as of the date of the adoption. If the minor is of Hellenic nationality and is adopted by a foreign national, he/she may reject Hellenic nationality on the application of the adoptive parent(s). Questions of custodianship are settled by the relevant provisions of the Civil Code. Adults of either sex may be appointed as custodians or guardians of minors.

The institution of guardianship was abolished by Law 1329/83, which also established that marriage does not alter the surnames of the spouses, who may use each other's names - with the consent of the other party - in social relations or may append the other's surname to their own.

Under the legislation previously in force, on marriage women took the surname of their husbands, and could regain their family surname only on the dissolution of the marriage by divorce. Thus in marriages carried out before the passing of the new law women were obliged to take their

husband's surname. A special provision was passed to enable these women to select whether they wished to retain their husband's surname or to regain their family surname. Under this provision, women are able, by declaration to the civil servant responsible for keeping the State registers of events in the personal lives of citizens (births, namings, marriages etc.), to state their wish to regain their family name. 'Family name' is defined as the woman's father's name. given that under the legislation previously in force children born within marriage were obliged to take the surname of their father.

Insofar as the free choice of occupation is concerned, there is no provision of law in Hellas restricting this right. On the contrary, the right to work is safeguarded by the Constitution regardless of sex, while the new Family Law determines that the arrangement by the spouses of their common life should not interfere with the occupational and other activities of either and should not violate the realm of their personalities (Civil Code, Article 1387).

Despite this, however, women are frequently compelled by family commitments and social prejudice to restrict, break off temporarily or stop entirely their working lives or even never to work at all.

It should be noted here that attempts have been made to obtain statistical data on this issue; all inquiries led nowhere because no research has been done in this field. It is nonetheless the case that women want to enter the labour market after their children have grown. The General Secretariat for Equality, which in 1985 carried out an experimental programme in association with the Workforce Employment Agency to help women enter or re-enter the labour market, has had abundant proof of this interest.

Reference has already been made to the rights of each spouse on the assets of the family. It should perhaps be added that there are no restrictions by sex on the right to acquire, own, manage, administer, enjoy or dispose of

property on the part of men and women, irrespective of their marital status and of the cause by which they acquire the property (gift, inheritance or purchase). During marriage, each spouse, regardless of sex, retains his/her autonomy of property.

Each spouse is thus taxed separately on income arising from work or from immovable property. Tax returns are, however, made jointly. Under the system in force until 1983 the husband was taxed on the income from immovables forming part of the dowry, which he enjoyed.

Betrothal in Hellas has no official status. As noted above, both partners must have attained the age of 18 years for a marriage to be conducted. Agreement to enter upon marriage does not constitute a condition for a marriage, and in accordance with legislation (Civil Code, Article 1346) does not provide grounds for an action of marriage by compulsion.

If either one or both the parties to the marriage is a minor, the marriage may take place only with the permission of the courts and only for very serious reasons (Civil Code, Article 1350). If this procedure is not followed, the marriage shall be declared null and void.

The annulment may be lifted if the court subsequently grants its permission or if the spouse, on attaining the age of 18, recognises the marriage. If the spouse attains the age of 18 and does not recognise the marriage, he/she may apply to the court for an order to annul the marriage.

This right is also held by all those with a lawful interest in the matter and by the public prosecutor acting on his own initiative as soon as the marriage of a minor is brought to his attention.

Each marriage carried out, whether by civil or religious ceremony, is entered in special State registers, the spouses being responsible for ensuring that this is done (Law 344/76 "Concerning acts of the Registrar" and Presidential Decree

850/76 "Concerning details for the implementation of Law 344/76").